

# **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.*

**2014**



Report to the Diocese of the Activities of the Convention, Boards, Committees and Staff as of  
December 31, 2014

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## 2014-2015 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>
Mr. Charlie Briggs	511 5th Avenue Helena MT 59601	449-4075	2015
The Very Rev. Heidi Kinner	PO Box 819 Helena MT 59624	442-5175	2015
The Rev. Steve Oreskovich	5768 Ellison Lane Florence MT 59833	728-1818	2016
The Rev. Canon Chris Roberts	PO Box 2020 Helena MT 59624	442-2230	2016
The Rev. Canon Gary Waddingham	1426 Teton Billings MT 59101	259-7133	2016
The Rev. Canon Bradley Wirth	PO Box 1923 Whitefish MT 59937	862-2863	2016

### 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. Glen Gleaves	26 Tanager Lane East Helena MT 59635	223-9624	2017
The Rev. Joan Grant ( Diocesan Council Vice President)	215 3rd Ave. E. Kalispell, MT 59901	257-6182	2015
The Rev. Terri Grotzinger (Standing Committee President)	130 S. 6 <sup>th</sup> St. E. Missoula, MT 59801	542-2167	2015
Mr. Don Gimbel	22 Sunset Trail Livingston MT 59047	222-2727	2018
Ms. Barb Hagen (Secretary)	PO Box 2020 Helena MT 59624	442-2230	Staff
The Rev. Rick Johnson	PO Box 819 Helena MT 59624	442-5175	2017
Mr. Michael Moffitt	1250 Whitefish Hills Drive Whitefish MT 59937	270-2376	2018
Mr. Jim Shuler (Chancellor)	1956 University Helena MT 59601	227-7424	----
Ms. Martha Winford (Diocesan Treasurer)	716 W. Park Ave. Anaconda MT 59711	563-9752	2015

**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>
Mr. Jim Shuler	1956 University Helena MT 59601	227-7424	--
Mr. Tom Morrison (Vice Chancellor)	111 North Main Suite 3B Helena MT 59601	443-1040	--

**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	2017
The Rev. Wren Blessing (Chair)	PO Box 2020 Helena MT 59624	442-2230	Staff
Mr. Tom Carlson	500 Spring Creek Road, Somers MT 59932	857-3160	2017
Ms. Julie Sisler (Camp Site Manager)	41524 Melita Island Road, Polson MT 59860	849-5718	Staff
Dr. Jamie Sherman	5 West Olive Bozeman 59715	585-1772	2017
Ms. Gretchen Strohmaier	130 S. 6th St. E Missoula MT 59801	542-2167	2017

**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	PO Box 431 Bigfork MT 59911	849-5465	2017
The Very Rev. Steve Brehe (Chair)	912 Stuart Helena MT 59601	431-5134	2017
The Rev. Pattiann Bennett	200 Terning Drive W. Eureka MT 59917	297-7233	2018
Ms. Barb Hoag	PO Box 417 McAllister MT 59740	682-4032	2015
The Rev. Jim Kelley	3350 Keokuk St. Butte, MT 59701	304-280- 9849	2018
The Ven. Roxanne Klingensmith	1715 S. Black #53 Bozeman, MT 59715	587-2148	2015
Mr. Terry Montgomery	310 Walnut Anaconda, MT 59711	563-3845	2018
Ms. Ruth Ann Shuler	1956 University Helena MT 59602	227-7424	2015

**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	2017
Rick Harden	745 N. Aster Bozeman MT 59718	219-3661	2017
Marybeth Jourdonnais	2247 Westfield Court Missoula MT 59801	721-6969	2015
Scott Jourdonnais	2247 Westfield Court Missoula MT 59801	721-6969	2015
The Rev. Canon Clark Sherman (Chair)	5 W. Olive Street Bozeman MT 59715	585-1772	2017
Ms. Daryl Todd	74-711 Dillon Road, Unit 9305 Sky Valley Resort Space #816 Desert Hot Springs, CA 92241	406-579-7618 (cell)	2017

**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	2015
The Rev. Keith Axberg	PO Box 629 Ennis MT 59729	600-1128	2015
Mr. John Bertram	1517 6 <sup>th</sup> Avenue W Kalispell MT 59901	471-8174	2017
Ms. Jackie Brehe	912 Stuart Helena MT 59601	422-8231	2015
Bishop Brookhart (President)	PO Box 2020 Helena MT 59624	442-2230	
The Rev. Jean Collins	502 W. Montana Lewistown, MT 59457	396-0920	2017
The Rev. Joan Grant (Vice President)	215 3rd Ave. E. Kalispell, MT 59901	257-6182	2015
The Rev. Theresa Kelley	3350 Keokuk St. Anaconda MT 59711	291-2332	2017
Ms. Janie Koch	119 N. 33 <sup>rd</sup> St. Billings, MT 59101	252-7186	2017
The Rev. Tim Ljunggren	PO Box 3046 Great Falls, MT 59401	453-4167	2016
Ms. Nancy McManus	2123 Wenworth Drive Billings, MT 59105	256-9792	2016

Ms. Barbara Schultz	1 Jackson Creek Road, PMB 2162, Clancy, MT 59634	449-6044	2015
Ms. Martha Winford (Treasurer)	716 W. Park Ave. Anaconda MT 59711	563-9752	2015
Mr. Ben Yetter	932 Avenue F Billings, MT 59102	245-6700	2016
The Rev. Steven Yurosko	110 6th Ave. E Polson, MT 59860	223-4581	2016

### **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>
The Rev. Keith Axberg	PO Box 629 Ennis MT 59729	600-1128	2016
Ms. Beth Baker	138 17th Ave. NW Great Falls MT 59404	727-1832	2015
Ms. Doris Gerstner	1241 Crawford Billings MT 59101	259-5017	2016
Ms. Barb Hagen (Staff)	PO Box 2020 Helena MT 59624	442-2230	Staff
The Rev. Rick Johnson	PO Box 819 Helena MT 59624	442-5175	2015
Ms. Ginnie Lane	1431 Knight Helena MT 59601	442-7924	2015
Mr. Carl Thomas	163 Falcon Lane Columbia Falls MT 59912	892-4619	2015
Ms. Kathy Thomas (Secretary)	163 Falcon Lane Columbia Falls MT 59912	892-4619	2015
Mr. Bill Warnock	PO Box 807 West Yellowstone 59758	995-7988	2016
Ms. Martha Winford (Chair)	716 W. Park Ave. Anaconda MT 59711	563-9752	2016
The Rev. Steven Yurosko	110 6th Ave. E Polson, MT 59860	223-4581	2016

### **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 Rev. Carolyn Kuhr	454 1st Ave EN Kalispell MT 59901	871-5068	2015
Mr. Jim Hunt	310 Broadway, Helena MT 59601	442-8552	2015
Dr. Pru Randall	5 Starview Ct. Missoula MT 59802	721-2772	2015

**Ecumenical Officer:**

Appointed.

<i>Name</i>	<i>Address</i>	<i>Phone</i>	<i>Term</i>
The Rev. Valerie Webster	311 S. 3 <sup>rd</sup> 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.

*Vacant.***Risk Manager:**

<i>Name</i>	<i>Address</i>	<i>Phone</i>	<i>Term</i>
Ms. Susan Bartlett	601 Main Street Anaconda MT 59711	563-5702	--

**Social Outreach Committee:**

Three year appointed term.

<i>Name</i>	<i>Address</i>	<i>Phone</i>	<i>Term</i>
Ms. Donna Gleaves (Co-Chair)	26 Tanager Lane East Helena MT 59635	223-9624	2015
Ms. Mary Alice Jones	220 Clay Butte MT 59701	494-4859	2016
Ms. Martha Winford (Co-Chair)	716 W. Park Ave. Anaconda MT 59711	563-9752	2015



**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. Dorothy DeHart	3300 Carrigan Lane Dillon MT 59725	660-0415	2017
The Rev. Sue Eades	PO Box 1374 Dillon MT 59725	683-2735	2017
The Rev. Terri Ann Grotzinger (President)	130 S. 6th St Missoula MT 59801	542-2167	2015
Mr. Rick Harden	745 N. Aster Bozeman MT 59718	219-3661	2015
Ms. Janet Morgenstern	2532 Sterling St. Billings MT 59101	861-0195	2016
The Rev. John Toles	119 N. 33 <sup>rd</sup> St. Billings MT 59102	876-1165	2016

**United Thank Offering Coordinator:**

Appointed.

Ms. Sandy Williams	1328 West Crawford Livingston MT 59047	406-222-1488	
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**General convention deputies:**

Clergy Order:

1. The Rev. Canon Bradley Wirth
2. The Rev. Jean Collins
3. The Rev. Joan Grant
4. The Rev. Linda McCloud
5. The Rev. Keith Axberg (first alternate)
6. The Rev. Steven Yurosko (second alternate)

Lay Order:

1. Cynthia Benkelman
2. James Ellis
3. Pru Randall
4. Sandy Williams

### CLERGY LIST

<b>Name</b>	<b>Date of Canonical Residency in Montana</b>	<b>Residency or Cure as of 12/31/14</b>
<b>Bishop</b>		
C. Franklin Brookhart, IX Bishop of Montana	2003	Helena
Carol Gallagher Assistant Bishop	2014	Helena
<b>Parochial Priests</b>		
Axberg, Keith	2012	Jeffers/Virginia City
Baker, Louise	2012	Bigfork
Bennett, Pattiann	2002	Eureka
Collins, Jean Griffin	2011	Lewistown
Eades, Susan	2011	Dillon
Grant, Joan	2009	Kalispell
Grotzinger, Terri Ann	2011	Missoula
Gunderson, David John	2004	Upper Yellowstone Cluster
Kinner, Heidi	2011	Helena
Kelley, Theresa	2014	Pintler Cluster
Knee, Jacob	2007	Billings
Ljunggren, Timothy Michael	2004	Great Falls
McCloud, Linda	2008	Billings
Sherman, Clark Michael	1997	Bozeman
Toles, John Forest	2004	Billings
Webster, Valerie	2006	Big Sky
Wirth, Bradley	2002	Whitefish/Columbia Falls
Yetter, Joan	1999	Red Lodge
Yurosko, Steven	2012	Polson
<b>Parochial Deacons</b>		
Klingensmith, Roxanne Elizabeth (Archdeacon)	1999	Bozeman
Anderson, Douglas Reid	1995	Missoula
Anderson, Judith Kay Finney	2000	Missoula
Campbell, Connie	2014	Bozeman
Chaney, Myrna	1999	Missoula
Colvill, Lea (transitional)	2014	Helena
Gleaves, Donna	2011	Bozeman
Hansen, Janis (transitional)	2013	Sheridan

Johnson, Richard Edward	1990	Helena
Kelley, Jim	2014	Pintler Cluster
Knapp, Gretchen Bower	1996	Billings
Lauzon, Marcia	2014	Great Falls
Moran, John Jay	1999	Helena
<b>Non-Parochial Clergy - Canonically Resident</b>		
Blessing, Wren Tyler	2013	Helena (Diocesan Staff)
Dooling, Thomas Alexander	1999	Helena
Halsall, Michelle	1985	Red Rock, TX
Jett, Mary Julia	2012	New York
King, Karen	2009	Troy
Roberts, James Christopher	1996/2011	Virginia City (Diocesan Staff)
Rowe, Mary Stone	2000	Hugo, MN
Scheeler, Joseph Lester	2002	Dominican Republic
Smith, Jr. J. Elton	2005	Alabama
Suhr, Esther	2005	Helena
Vardemann, Brady Jodoka	1999	Helena
<b>Retired Clergy - Canonically Resident</b>		
Aker, Edwina Sievers	1995	Polson
Baumgarten, William	2000	Kalispell
Board, John Curtis	2011	Helena
Brehe, Stephen Louis	1991	Helena
Brown, Raymond Dutson	1963	Helena
Champion-Garthe, Maurice	2010	Columbia, MO
Conklin, Caroline Elizabeth	1991	Seattle, WA
Curry, Norval Henry	1985	Paynesville, MN
Gleaves, Glen	2011	Livingston
Guthrie, Donald Angus	1977	Missoula
Hall, Karen	2011	Bozeman
Hewitt, Archibald Merille, Jr.	1981	Helena
Jacques, Mary Martha	1985	Dillon
Jasmer, Jerry	1990	Billings
Johnson, Franklin	2001	Jackson, WY
Johnson, Marietta	2002	Red Lodge
Jones, Charles Irving	1986	Gulf Shores, AL
Knox, Janet Marie	1994	Sheridan
Kuhr, Carolyn Sue	1984	Kalispell

Lindell, John	1997	Florida
McLean, Jean	2011	Helena
McLellan, Brenda Jean	1989	Stuart, FL
Naumann, John Frederick	1989	East Africa
Neeley, Harry Edwin II	1987	Dillon
Oreskovich, Steven John	1981	Missoula
Peel, Richard Charles	1968	Arizona
Pendergraft, Randall Scott	1999	Red Lodge
Roberts, Linda Secora	1991	Virginia City
Shipp, Mary Jane McCoy	1992	Dillon
Waddingham, Gary Brian	1994	Billings
<b>Retired Clergy – Non-Canonically Resident</b>		
Buckley, Herb	1991	Helena
Sisk, Robert Buchanan	1980	Wilsall
Zabriskie, George	2003	Bozeman
<b>Parochial Priests Non-Canonically Resident</b>		
Morrow, Gabriel	2014	Helena

#### **Postulants for Holy Orders – Priesthood**

Henry Tuell	Red Lodge
Stephen Day	Miles City, Forsyth

#### **Candidate for Holy Orders - Priesthood**

Janis Hansen	Sheridan
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#### **Postulants for Holy Orders - Vocational Diaconate**

Dorcie Dvarshkis	Missoula
James Jones	Dillon

#### **Candidate for Holy Orders - Vocational Diaconate**

Steven DeHart	Dillon
Mary Alice Jones	Bozeman

## CONGREGATIONS

Church Name	Clergy Serving
Absarokee, St. Paul's	
Big Sky, All Saints	Pastor Darius Larsen (ELCA) The Rev. Valerie Webster
Bigfork, St. Patrick's	The Rev. Louise Baker
Billings, St. Luke's	The Rev. John Toles
Billings, St. Stephen's	The Rev. Jacob Knee The Rev. Jerry Jasmer
Bozeman, St. James'	The Rev. Canon Clark Sherman The Rev. Valerie Webster The Rev. Connie Campbell (Deacon) The Ven. Roxanne Klingensmith (Archdeacon)
Columbia Falls/Whitefish, All Saints	The Rev. Canon Bradley Wirth
Dillon, St. James'	The Rev. Sue Eades
Ennis/Jeffers, Trinity	The Rev. Keith Axberg
Fort Benton, St. Paul's	The Rev. Tim Ljunggren
Glasgow, St. Matthew's	Pastor Bonnie Novak (ELCA)
Great Falls, Incarnation	The Rev. Tim Ljunggren The Rev. Marcia Lauzon (Deacon)
Helena, St. Peter's	The Very Rev. Heidi Kinner The Rev. Gabriel Morrow The Rev. Donna Gleaves (Deacon) The Rev. Rick Johnson (Deacon) The Rev. John Moran (Deacon)
Joliet, Our Saviour's	Combined with Calvary, Red Lodge
Kalispell, Christ Church	The Rev. Joan Grant
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)
Polson, St. Andrew's	The Rev. Steven Yurosko
Red Lodge, Calvary	The Rev. Joan Yetter
Sheridan, Christ Church	The Rev. Janis Hanson (transitional deacon)
Virginia City, St. Paul's	The Rev. Keith Axberg

### CLUSTER MINISTRIES

Cluster Name	Priest Serving
Bitterroot	The Rev. William Baumgarten, Interim
Hamilton, St. Paul's	
Stevensville, St. Stephen's	
Kootenai	
Eureka, St. Michael and All Angels	The Rev. Pattiann Bennett
Troy, Holy Trinity	vacant
Cluster Name	Priest Serving
Lower Yellowstone	Vacant
Forsyth, Ascension	
Miles City, Emmanuel	
Pintler	The Rev. Theresa Kelley The Rev. Jim Kelley (Deacon)
Anaconda, St. Mark's	
Butte, St. John's	
Deer Lodge, St. James'	
Philipsburg, St. Andrew's	
Upper Yellowstone	The Rev. David Gunderson
Big Timber, St. Mark's	
Emigrant, St. John's	
Livingston, St. Andrew's	

### OTHERS:

Community Churches	Served By:
Birney, Birney Community Church	
Gardiner, Gardiner Community Church	
Fellowships	
Havre, St. Mark's	
Laurel, St. Alban's	
Links	
Manhattan, Gethsemane/Bozeman St. James	The Rev. Canon Clark Sherman
Mission	
Togendowagen – Helena	The Very Rev. Heidi Kinner

Episcopal Relief and Development  
Parish Representatives  
As of 12/31/14

<u>Church</u>	<u>Name</u>
St. Paul's of the Stillwater Absarokee	<i>vacant</i>
St. Mark's Anaconda	<i>vacant</i>
St. Mark's Big Timber	Francis Blake
St. Patrick's Bigfork	Nancy Potoczny
All Saints Big Sky	Sarah Peterson
St. Luke's Billings	Becky, Brian, Nick and Keith Frank
St. Stephen's Billings	<i>vacant</i>
St. James' Bozeman	Nancy Blake
St. John's Butte	Jim Fay
All Saints Columbia Falls	Vera Smith
St. James' Deer Lodge	Joann Nelson
St. James' Dillon	Ellen Daughterty

Episcopal Relief and Development  
Parish Representatives  
As of 12/31/14

<u>Church</u>	<u>Name</u>
St. John's Emigrant	<i>vacant</i>
Trinity Ennis/Jeffers	Marti Hoag
St. Michael & All Angels Eureka	Mary Lou Peterson
Ascension Forsyth	Sue Adams
St. Paul's Fort Benton	<i>vacant</i>
St. Matthew' Glasgow	<i>vacant</i>
Incarnation Great Falls	Vi Stahlecker
St. Paul's Hamilton	Marie Antonioli
St. Mark's Havre	Carol Reifschneider
St. Peter's Helena	Marge Short
Christ Church Kalispell	Carol Larson



Episcopal Relief and Development

Parish Representatives

As of 12/31/14

<u>Church</u>	<u>Name</u>
St. James' Lewistown	The Rev. Jean Collins
St. Andrew's Livingston	Piksiayki Stringfellow
Gethsemane Manhattan	<i>vacant</i>
Emmanuel Miles City	<i>vacant</i>
Holy Spirit Missoula	Judy Parock
St. Andrew's Philipsburg	<i>vacant</i>
St. Andrew's Polson	Liz Couch
Calvary Red Lodge	The Rev. Joan Yetter and Doris Spaulding
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 111<sup>TH</sup> CONVENTION

Church Name	City	Delegate(s)
St. Paul's	Absarokee	Lori Good Kris Good
St. Mark's	Anaconda	Terry Montgomery
All Saints	Big Sky	Jack Crowther Laura Sacchi
St. Mark's	Big Timber	Sarah Gregie
St. Patrick's	Bigfork	Beccy Barker Joe Barker
Holy Cross	Billings	Mary Field Ruth Weinfurter
St. Luke's	Billings	Holly Brown Becky Frank Noelle Kent Sylvia McKinley Carla Stadtmiller Lee Stadtmiller
St. Stephen's	Billings	Bill Brown Charis Craven
St. James	Bozeman	Rick Harden Greg Smith
St. John's	Butte	Deidre Caughlan Carolyn Stevens
All Saints	Columbia Falls/Whitefish	Mary Alice Moffitt Michael Moffitt
St. James	Deer Lodge	Mary Ann Fraley Joann Nelson
St. James	Dillon	Katie Bump Dorothy DeHart
St. John's	Emigrant	None
St. Michael's and All Angeles	Eureka	Doug Merrill Ethel White
Ascension	Forsyth	Sue Adams Wanda Dowlin
St. Paul's	Fort Benton	None

St. Matthew's	Glasgow	Alice Hawkins Lee Hawkins
Incarnation	Great Falls	Ann Bartell Richard Pate Cheryl Quintero
St. Paul's	Hamilton	Lynda Nelson Paul Nelson
St. Peter's	Helena	Scott Kinner Barbara Schultz Darien Scott Roger Scott Katie Smith
Trinity	Jeffers/Ennis	David Hoag Martha Hoag
Christ Church	Kalispell	Don Amundson John Bertram MB Bertram
St. James	Lewistown	Anne Leininger Dave Leininger
St. Andrew's	Livingston	Malcolm Fowlie Paulette Fowlie Sandy Williams Ted Williams
Gethsemane	Manhattan	None
Emmanuel	Miles City	Gloria Archdale Sharon Hatley
Holy Spirit	Missoula	Dorcie Dvarishkis Mark Dvarishkis Don Gisselbeck Bob Johnson Jackie Johnson Carla Mettling Prudence Randall Mary Lou Strand Gary Swartz Holly Swartz Tom Todd Jeannie Warner

St. Andrew's	Philipsburg	None
St. Andrew's	Polson	Cynthia Hoelscher Keith Lanier
Calvary	Red Lodge	Pamala Belston Nancy Cooper
Christ Church	Sheridan	Ashley Pairitz Nick Paritz
St. Stephen's	Stevensville	Sue Falk
Holy Trinity	Troy	None
St. Paul's	Virginia City	Barb Axberg Janet Doornbos
Diocesan Council		Karen Andre
		Gayle Gransbery
		Ben Yetter

MINUTES OF THE 111th ANNUAL CONVENTION  
OF THE EPISCOPAL DIOCESE OF MONTANA  
BILLINGS, MONTANA  
October 10, 11 & 12, 2014

The 111th Annual Convention of the Episcopal Diocese of Montana commenced Friday, October 10, 2014 with Opening Eucharist at 7 p.m. at St. Stephen's Episcopal Church in Billings. The Rt. Rev. Dr. C. Franklin Brookhart, Jr. was Celebrant, and The Rt. Rev. Dr. Carol Gallagher was Preacher. Following Eucharist, The Rt. Rev. C. Franklin Brookhart, IX Bishop of Montana, called the business session to order at 8:05 p.m. The Rev. Canon Clark Sherman offered the opening prayer.

**Welcome.** Bishop Brookhart welcomed all to Convention. The Rev. Jacob Knee, Rector of St. Stephen's Episcopal Church, the host congregation was introduced. Bishop Brookhart read a welcome letter from Jessica Crist, Bishop of the Evangelical Lutheran Church.

**Convention Committees.** Bishop Brookhart announced the following individuals serving on Convention Committees:

Credentials: Sandy Williams and Barb Hagen.

Legislation: The Rev. Jean Collins (chair), The Rev. Louise Baker, Barbara Grove and David Hoag.

Nominations: The Rev. John Toles (chair), The Rev. Terri Ann Grotzinger, The Rev. Joan Yetter, Michael Moffitt and Pru Randall.

Parliamentarian: Charlie Briggs.

Resolutions: The Rev. Joan Grant (chair), The Rev. David Gunderson, Dorcie Dvarshkis and Carl Thomas.

**Credentials Committee.** Sandy Williams, Credentials Committee chairperson, announced of a possible 39 clergy, 31 were registered and in attendance, and of a possible 87 lay delegates, 77 had registered and were in attendance. The delegates in attendance (lay and clergy) constitute a two-thirds majority, therefore, Bishop Brookhart stated a quorum was present and the business of the Convention would proceed.

**Election of Diocesan Secretary and Treasurer.** Bishop Brookhart announced Gayle Archey from Great Falls, has been nominated for 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 Archey was unanimously elected to serve as Diocesan Secretary until the 2015 Annual Convention. Bishop Brookhart reported Martha Winford from Deer Lodge, 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, Martha Winford was unanimously elected to serve as Diocesan Treasurer until the 2015 Annual Convention.

**Committee on Legislation.** The Rev. Jean Collins, Chairperson of the Legislation Committee, stated no legislation was received for presentation to Convention prior to the 60 day pre-Convention deadline.

**Committee on Nominations.** The Rev. John Toles, Chairperson of the Nominations Committee, stated nominations are being received to fill the following Diocesan positions. Elections will be held during tomorrow's business session.

**Foundation Board of Trustees.** One cleric for a 3-year term, and two lay people, each for 4-year terms.

**Diocesan Council.** Two lay people and two clerics, each for 3-year terms; and

One lay person for a 1-year term.

**Standing Committee.** One lay and one cleric, each for 3-year terms.

**Committee on Resolutions.** The Rev. Joan Grant, Chairperson of the Resolutions Committee, announced one resolution has been received prior to the 60 day pre-Convention deadline. Additionally, Joan requested courtesy resolutions be submitted to her by early Saturday afternoon.

**Rules of Order for the Convention.** Bishop Brookhart stated 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. Jim Shuler, Chancellor to the Bishop, and Charlie Briggs, Parliamentarian of the Convention, will be available to advise the Bishop on the Rules of Order throughout Convention.

**Official Acts of the Bishop.** The brief overview of the Official Acts of Bishop Brookhart since the 2013 Diocesan Convention are as follows: 38 Visits to Congregations, 4 Baptisms, 22 Confirmations, 4 Receptions, 1 Reaffirmation of Baptism, 4 Home Communion, 2 Ordinations to the Priesthood, 1 Wedding, and 1 Blessing. Additionally, the Bishop's leadership outside the Diocese is as follows: Continuing Education from June 23, 2014 to July 4, 2014 - Study at General Seminary, New York City, and Meetings of the House of Bishops, Standing Committee, Diocesan Council and the Foundation Board.

**New Clerics to the Diocese.** Bishop Brookhart introduced The Rt. Rev. Carol Gallagher, PHD, the new Assistant Bishop of the Diocese of Montana. Bishop Brookhart stated Bishop Gallagher will be working in the Diocese on a half-time basis as Bishop of Native American Ministries and Assistant Bishop. Her position will be funded by grants from the National Episcopal Church. Upon motion duly made and seconded, it was unanimously agreed to receive Carol Gallagher as Bishop of Native American Ministries and Assistant Bishop of the Diocese of Montana, and also to give her seat, voice and vote at this Diocesan Convention. Bishop Gallagher's husband, Mark, was also introduced.

The Rev. Canon J. Christopher Roberts introduced his wife, The Rev. Linda Roberts (retired), and also the following new clerics to the Diocese:

1. The Rev. Connie Campbell, Deacon serving St. James Church in Bozeman.
2. The Rev. Janis Hansen, Transitional Deacon currently assigned to Christ Church in Sheridan.
3. The Rev. Theresa Kelley - Rector serving the St. Joan of Arc Cluster, comprised of St. Mark's in Anaconda, St. James in Deer Lodge, St. Andrew's in Philipsburg and St. John's in Butte.
4. The Rev. Jim Kelley, Deacon serving the St. Joan of Arc Cluster in Anaconda, Deer Lodge, Philipsburg and Butte.
5. The Rev. Marcia Lauzon, Deacon serving The Church of the Incarnation in Great Falls.
6. The Rev. Gabriel Morrow, serving as Curate of St. Peter's Cathedral in Helena. Gabriel will be ordained a Priest in December 2014.

**Introduction of Special Guests.** Bishop Brookhart introduced the following special guests who will speak to the Convention delegation on Saturday:

The Rt. Rev. Carol Gallagher, PHD, is the new Assistant Bishop of the Diocese of Montana. Bishop Gallagher recently served as Interim Rector of St. Peter's by the Sea in Sitka, Alaska; and as the Assisting Bishop in the Diocese of North Dakota. Carol is also Bishop Missioner for the Bishop's Native Collaborative. Previously, she served as Rector of All Saints Church in Harrison, as Assistant Bishop in the Diocese of Newark, and as Bishop Suffragan in the Diocese of Southern Virginia.

Sister Barbara Jean (BJ) is the co-founder of an Episcopal religious community called the Anamchara Fellowship. Sister BJ is a member of St. James Episcopal Church in Wilmington, Delaware. She is also the Executive Director of the Interfaith Resource Center, a lending library serving Delaware and Maryland. Her religious focus over the last 40 years has ranged from parish and diocesan ministry for children and youth. Sister BJ holds a Bachelor of Science in Theology from Marian College, Fond du Lac, Wisconsin, and a Masters diploma in Celtic Christianity from the University of Wales, Lampeter.

The Rev. Margaret Rollins Rose is an Episcopal priest and leader in ecumenical and interreligious work, as well as an advocate for women's issues. Margaret currently serves as Deputy for Ecumenical and Interreligious Relations, on the staff of Presiding Bishop Katharine Jefferts Schori. Through her work, she focuses on how faith compels us to be engaged in the public arena, ecumenically, in the denominational sphere, and in interfaith engagement. She is the liaison to the Diocese of Montana to the church wide office of the Episcopal Church.

Pamela Penn is the Program Officer of Engagement with Episcopal Relief and Development. Her background in marketing, program development and project management has allowed her to serve the public, private and non-profit sectors for the past 22 years. Pamela holds a Bachelor of Arts in Communications from Wesley College in Dover, Delaware.

Additionally, Bishop Brookhart introduced the Diocesan office staff:

1. Barb Hagen, Canon for Finance and Administration;
2. Jill Sallin, Diocesan Office Administrative Assistant;
3. Julie Sisler, Camp Marshall Site Manager;
4. The Rev. Canon J. Christopher Roberts, Canon to the Ordinary; and
5. The Rev. Canon Wren Blessing, Canon for Christian Formation and Director of Camp Marshall.

**Designation of Plate Offerings during Convention.** All plate offerings collected throughout Convention will be divided between Camp Marshall and Episcopal Relief and Development.

**United Thank Offering Coordinator.** Bishop Brookhart introduced Sandy Williams, the new United Thank Offering Coordinator for the Diocese. Bishop Brookhart stated the Diocese of Montana had the good fortune to receive two United Thank Offering grants this past year.

**Diocesan Youth Gathering.** Bishop Brookhart announced the Diocesan Youth Gathering is going on this weekend in conjunction with the Diocesan Convention. The Youth Gathering is led by Christian Formation Chairperson, The Rev. Canon Wren Blessing. Attendees of the Youth Gathering will join the Convention delegation during worship services.

**Adjournment of Friday Business Session.** Bishop Brookhart adjourned the business session at 8:45 p.m.

**Convention Reconvened Saturday Morning.** The Convention reconvened with a Healing Eucharist on Saturday, October 11, 2014. The Rev. Terri Ann Grotzinger, Celebrant; and Sister Barbara Jean, Preacher.

**Convention Guest Speakers.** Sister Barbara Jean gave an informative talk about Disciplines of Commitment. Secondly, The Rt. Rev. Dr. Carol Gallagher, Assistant Bishop, spoke of her plans for Native American Ministries in Montana, concluding her speech by answering questions from the Convention delegation.

**Business Session Reconvened.** The business session of the Convention reconvened with Bishop Brookhart's call to order at 1 p.m., and prayer lead by The Rev. Canon Clark Sherman. Bishop Brookhart announced there is a table at Convention with numerous items obtained from churches now closed, all of which are free to anyone that can use them.

**Pamela Penn / Episcopal Relief and Development.** Pamela Penn, Program Officer of Engagement with Episcopal Relief and Development, gave a brief overview and video presentation of the numerous ways Episcopal Relief and Development provides assistance to many individuals throughout the world. Episcopal Relief and Development is celebrating its 75th Anniversary this year. Pamela introduced Barb Hagen, the Episcopal Relief and Development Coordinator for the Diocese of Montana.

**The Rev. Margaret Rollins Rose / Ecumenical Officer - National Church.** The Rev.



Margaret Rose is the Deputy for Ecumenical and Interreligious Relations with the National Church, on the staff of the Presiding Bishop, Katharine Jefferts Schori. Margaret talked about Parish Partners and ways we can learn from each other. Margaret spoke of the Wood Bank started by The Rev. Harry Neeley of St. James Church in Dillon, Montana. Margaret presented a video about the Wood Bank project, and announced that St. James Church has received a United Thank Offering grant which will enable the Wood Bank project to continue.

**Bishop's Address to Convention.** Bishop Brookhart presented his address to the Convention delegation, by announcing: The Risen Lord is in us and among us, the Diocese of Montana be confident that he is, right now, right here, touching us and giving life. Bishop Brookhart stated the Diocese is currently in the discernment process with respect to a capital fund drive to benefit Camp Marshall, the crown jewel of the Diocese. Bishop Brookhart said he has no doubt we can do it if we want to, and encouraged us to Go for it.

**Foundation Board Election.** Two lay people need to be elected as Trustees of the Foundation Board, each to serve 4-year terms. Additionally, one cleric needs to be elected for a 3-year term. Nominations Committee Chairperson, The Rev. John Toles announced Don Gimbel and Michael Moffitt were nominated to serve in the lay order, and The Rev. Glen Gleaves was nominated to serve in the clergy order. There being no further nominations, upon motion duly made and seconded, the nominations were closed. Upon motion duly made and seconded, a unanimous ballot was cast for Don Gimbel, Michael Moffitt and The Rev. Glen Gleaves to serve as Trustees of the Foundation Board.

**Diocesan Council Election.** The Rev. John Toles announced the nominees to serve on Diocesan Council. Two lay and two clergy are needed, each for 3-year terms, and one lay person is needed for a 1-year term. The cleric nominees are The Rev. Jean Collins, and The Rev. Theresa Kelley. The lay nominees are Janie Koch and John Bertram for 3-year terms, and Barbara Ann Schultz for a 1-year term. There being no further nominations in each order, upon motion duly made and second, the nominations were closed. It was unanimously agreed to elect The Rev. Jean Collins and The Rev. Theresa Kelley by acclamation in the clergy order, and to elect Janie Koch and John Bertram for 3-year terms, and Barbara Ann Schultz for a 1-year term by acclamation in the lay order.

**Standing Committee Election.** The Rev. John Toles announced the need to fill two vacancies on the Standing Committee, one clergy and one lay person, each to serve 3-year terms. Nominees are The Rev. Sue Eades and Dorothy Dehart. There being no further nominations in each order, upon motion duly made and seconded, the nominations were closed. Upon motion duly made and seconded, The Rev. Sue Eades and Dorothy Dehart were unanimously elected by acclamation.

**Camp Marshall Report.** The Rev. Canon Wren Blessing, Canon for Christian Formation and Director of Camp Marshall, gave a summary of the 2014 camping season at Camp Marshall on Flathead Lake. Wren told stories of how Camp Marshall has provided positive, life-changing experiences for so many young people, especially those participating in Grace Camp.

**Resolutions Committee Report.** Committee on Resolutions Chairperson, The Rev. Joan Grant, presented one resolution to the Convention delegation. The resolution, drafted by John Bertram from Christ Church in Kalispell, would establish a Diocesan-wide committee to

examine and consider the model of Montana's annual diocesan convention, including its frequency, its duration, and its cost, its ability to adequately represent the people of the Diocese of Montana, and its purpose and effectiveness in meeting.

The committee would also examine and consider the possibility of utilizing the deanery structure and electronic technology as an alternative way to conduct some diocesan convention business. The committee would provide a written report to the Bishop, which would be presented to the 2015 Diocesan Convention for review and action. Further, the Resolution requests the 2015 Diocesan Budget include a line-item of \$1,250.00 to cover the expenses incurred by this new committee. Following a lengthy discussion, upon motion duly made and seconded, the Resolution was voted down by a majority vote of the Convention delegation, and therefore, not approved. Bishop Brookhart stated next year, the Diocesan Convention in Missoula will be a one-day event.

**Presentment of 2015 Budget.** Diocesan Treasurer Martha Winford, and Canon for Finance Barb Hagen, presented the proposed 2015 operating budget for the Episcopal Diocese of Montana. Barb noted the proposed budget is based on a 19% assessment (same as last year), with a total budget increase of approximately 8%. Martha entertained a motion to bring the proposed 2015 budget before Convention. The motion was made, seconded and approved. Following discussion, a motion to receive the 2015 operating budget as printed was duly made, seconded and approved by a majority vote of the Convention delegation.

**Delegates to General Convention.** Sandy Williams gave a brief overview of the upcoming General Convention to be held June 25 through July 3, 2015 in Salt Lake City. Delegates to General Convention from the Diocese of Montana are as follows:

Clergy: (1) The Rev. Bradley Wirth; (2) The Rev. Jean Collins; (3) The Rev. Joan Grant; (4) The Rev. Linda McCloud;

The Rev. Keith Axberg, first alternate; and The Rev. Steven Yurosko, second alternate.

Lay: (1) Cynthia Benkelman; (2) James Ellis; (3) Pru Randall; and (4) Sandy Williams.

**Thanks to Committee Members.** The Bishop offered his thanks to those individuals who have served on various Diocesan boards, commissions, committees and councils, whose terms of service are now expiring:

Congregational Development: The Rev. Linda McCloud, Mary Cavalier, Manny Hoag and Daryl Todd

Foundation Board of Trustees: Don Gimbel, The Very Rev. Heidi Kinner, Michael Moffitt, Lee Stadtmiller and Martha Winford

Diocesan Council: The Rev. Sue Eades, The Very Rev. Heidi Kinner, Karen Andre and Gayle Gransbery

Social Outreach: Ginnie Lane

Disciplinary Board Jim Hunt

Standing Committee: The Rev. Canon Clark Sherman, and Lee Stadtmiller

Commission on Ministry: The Rev. Pattiann Bennett, and Jon Olson

**Annual Diocesan Report**. Upon motion duly made and seconded, it was unanimously agreed to accept the 2013 Annual Report of the Diocese, which is posted in its entirety on the Diocesan website.

**Courtesy Resolutions**. On behalf of the Resolutions Committee, The Rev. Joan Grant offered the following Courtesy Resolutions:

WHEREAS, St. Stephen's in Billings has labored to bring us together at this 111th Convention of the Diocese of Montana; and Whereas, Convention chair, Doris Gerstner (the jewel of Billings), has thoroughly planned and organized dozens of volunteers and millions of details; Therefore, Be It Resolved that we thank all of them for their good work.

WHEREAS, Bishop Carol Gallagher, Sister BJ, The Rev. Margaret Rose, and Pamela Penn have enlightened us and shared helpful information; Therefore, Be It Resolved that we thank them for their presence and words of wisdom.

WHEREAS, the donors and parish representatives for Episcopal Relief and Development help heal a hurting world; Therefore, Be It Resolved that we thank them and ask for continued support as we celebrate 75 years of the good work of Episcopal Relief and Development.

WHEREAS, The Rev. Harry Neeley will celebrate 50 years of ordination to the priesthood on December 1, 2014; and Whereas, he has served Christ faithfully in congregations in the Diocese of Montana; and Whereas, he has continued his ministry beyond retirement by creating the Wood Bank and serving those who are in need; Therefore, Be It Resolved that the 2014 Diocesan Convention send him greetings, expressing deep appreciation and heartfelt thanksgiving for his faithful ministry among us for the past 50 years; and Be It Further Resolved that this Convention express its appreciation to Harry's wife, Val, who has faithfully supported him throughout his ministry.

WHEREAS, The Rev. Arch Hewitt will celebrate 60 years of ordination to the priesthood on December 15, 2014; and Whereas, he has faithfully served the Diocese of Montana in various ministries during this time; Therefore, Be It Resolved that the 2014 Diocesan Convention send him greetings, expressing deep appreciation and heartfelt thanksgiving for his loyal service among us for the past 60 years; and Be It Further Resolved that this Convention express its enthusiastic appreciation to Arch's wife, Gail, who faithfully supported him in his ministry.

**Diocesan Convention 2015**. The Rev. Terri Ann Grotzinger, Rector of Holy Spirit Church in Missoula, extended an invitation for all to attend the 112th Diocesan Convention to be held October 2 & 3, 2015 in Missoula.

**Diocesan Convention 2016**. The Rev. Tim Ljunggren, Rector of The Church of the Incarnation, announced The Church of the Incarnation will host the 113th Diocesan

Convention in Great Falls during the fall of 2016.

**Convention Adjournment.** The business session of the 111th Diocesan Convention was adjourned at 4:45 p.m. A social hour and banquet followed at 6:30 p.m. in the Grand Ballroom of the Northern Hotel. A special event to benefit Episcopal Relief and Development using the Gift of Life catalog, was held in conjunction with the banquet, which raised \$4,160.00 for Episcopal Relief and Development.

**Sunday Festival Eucharist and Conclusion of Convention.** A Festival Eucharist was held Sunday, October 12, 2014 at 10:15 a.m. at St. Stephens Church, with Bishop Brookhart as Preacher and Celebrant, thereby concluding the 111th Diocesan Convention.

Respectfully submitted,

Gayle Gallik Archey, Diocesan Secretary.

**BISHOP BROOKHART'S  
CONVENTION ADDRESS**

Oct. 11, 2014, Billings

This past week in the readings appointed for the Daily Office we heard the story of the widow of Nain from the Gospel according to Luke. As I heard it read during our staff Morning Prayer I was moved by the power of the story.

You remember how it goes. Jesus encounters a funeral procession at the gate of the village of Nain. Being carried to the cemetery is the deceased and only son of a widow. That detail is important. Not only is she grieving, but she and everyone else there knows that she is entering a financial and social crisis: she has no visible means of support, and now faces a bleak future indeed. We are told that Jesus had compassion on her, tells her not to cry, and then touches the stretcher saying, “Young man, I say to you, get up.” And he does! Luke tells us with great understatement, I’m sure, that everyone was awestruck. Who wouldn’t be?

So it was that I digested that gospel narrative. I thought: wherever Jesus goes, there is life. Wherever Jesus goes, there is compassion. Wherever Jesus goes, there is vitality and hope and energy.

Where is Jesus now? Let’s be confident that our Risen Lord is in us and among us. Jesus is present with us, his church. For me this is the heart of what the church is about: it is the community where we can count on meeting the Risen Lord, and be touched by him, and be given life and vitality and energy.

Jesus is present in the scriptures read and preached, in the sacraments administered, in our prayer, in the lifting up of our hearts in worship, in the encouragement we give each other, and

in our ministries in the church and the world out there. I say it again: let's be confident that our Risen Lord is in us and among us.

We can now narrow the focus a little more. The Risen Lord is in and among us, the Diocese of Montana. Let's grab that reality and hang on for dear life. Our diocesan vision statement, for instance, says that we are a transformed and transforming community powered by the resurrection. It is the resurrection that runs our motors and turns on our lights and gives us heat. It is the presence of the Risen Lord that makes our life as church happen and it is his presence that gives each of us meaning and purpose for living our lives. For myself, I can say that it is a miracle and an honor to be among you, the people of the resurrection, the people who love the Risen Lord. He is the one who saved me from a sad and wasted existence, he is the one who led me here, and he is the one who has allowed me to watch the miracle of his life-giving touch among you.

Let's be confident that he is, right now, right here, touching us and giving life. I can see the signs of it all around. For instance, many of you have been telling me lately, "We have come a long way in the last ten or twelve years." I agree. The diocese has become a leader among the dioceses of the church in several areas: we were one of the first electronic dioceses, we lead the way in ministry among urban native Americans, we have developed a cutting edge deacon training program, we are a growing diocese, we are seen as a diocese that is especially good at developing lay leadership, and on and on it goes. Nearly every one of our congregations has at least one significant outreach ministry. I believe---and I'm not the only one who thinks this---that we have the best corps of clergy in the church. We have a small but very hardworking, productive staff; each of our staff people are the best in the business, always laboring to serve Christ by serving you. I enjoy meeting with vestries, most of whom care

deeply about their churches and work hard at serving well. And while this is not language that we are especially comfortable with, I sense that we are a people who simply love Jesus.

Now before us stands a great opportunity. It could be a genuine adventure in the Lord, and it could be a way to help us grow and give us cause to swagger a bit about what we can do for the Risen One we love. As I hope you know, we are in the discernment stage regarding a capital fund drive. No firm decisions have been made about whether we will proceed, but I surely hope that we will assert that we are confident in the resurrection power of Christ and take on this opportunity. The purpose of the campaign would be to benefit Camp Marshall, which is in many ways the crown jewel of the diocese. It is a place of Christian community where lives are transformed, and that is because it is a place where many young people have a face-to-face encounter with Jesus. What is that worth to you? Does that not seem to you to be probably the most important thing we can offer young people? What we need is to make our beautiful camp more serviceable for this ministry and to open it up for year-round use as a place of transformation and resurrection. I do not know what that might cost yet. I do know that there is a good deal of deferred maintenance to deal with. I do know that we have had record enrollments in the past several years and that we have a wonderful camp director and site manager. I know we have wonderful campaign leaders in Manny Hoag and Tim Ljunggren. And I do know that a golden opportunity to stand up for Jesus and his work in and among us is now before us.

Along with this possible capital campaign will be the offering of lots of free training and information about building endowments and starting legacy societies. We have not engaged in such an effort for decades. We would address the endowments of your church, the diocese and Camp Marshall. Think of the doors of mission and ministry opportunities an

endowment could mean for your church. Elsewhere I have written about five or six wonderful things we could do for Jesus if the diocese had a larger endowment.

At this time of year you would be disappointed in me if I did not talk about baseball, the only game mentioned in holy writ. It saddens me to say that my Helena Brewers did not make it into the Pioneer League playoffs. It is an advanced rookie league team, and anything can and does happen during games. Part of the fun is watching young players develop, and some move up to the major league. I think we are on the verge of becoming a major league diocese. I have no doubt at all that we can do it, if we want to. I think our manager is saying to us: Go for it.



Bishop Brookhart's Visitation Schedule

<b>CITY</b>	<b>CHURCH</b>	<b>2014</b>
Absarokee	St. Paul's	23-Nov
Big Sky	All Saints	26-Jan
Bigfork	St. Patrick's	1-Jun
Billings	Holy Cross	25-May
Billings	St. Luke's	28-Sep
Billings	St. Stephen's	6-Apr
Birney	Birney Fellowship	28-Sep
Bozeman	St. James'	27-Jul
Columbia Falls	All Saints	16-Nov
Dillon	St. James'	
Eureka	St. Michael & All Angels	8-Jun
Fort Benton	St. Paul's	19-Jan
Glasgow	St. Matthew's	26-Oct
Great Falls	Church of the Incarnation	19-Jan
Hamilton	St. Paul's	12-Jan
Havre	St. Mark's	27-Apr
Helena	St. Peter's	Holy Week/Easter
Helena	Togendowagen	12-Apr
Jeffers/Ennis	Trinity	19-Oct
Kalispell	Christ Church	7-Dec
Lewistown	St. James'	9-Mar
Manhattan	Gethsemane	27-Jul
Missoula	Holy Spirit	23-Feb
Polson	St. Andrew's	9-Nov
Red Lodge	Calvary	
Sheridan	Christ Church	14-Dec
Stevensville	St. Stephen's	12-Jan
Troy	Holy Trinity	5-Oct
Virginia City	St. Paul's	19-Oct
<b>JOAN OF ARC CLUSTER</b>		9-Feb
Anaconda	St. Mark's	
Butte	St. Mary & St. John's	16-Feb
Deer Lodge	St. James'	
Philipsburg	St. Andrew's	

<b>LOWER YELLOWSTONE CLUSTER:</b>		
Forsyth	Ascension	15-Jun
Miles City	Emmanuel	15-Jun
<b>UPPER YELLOWSTONE CLUSTER:</b>		2-Mar
Big Timber	St. Mark's	
Emigrant	St. John's	
Livingston	St. Andrew's	

Bishop Brookhart's Official Acts  
(From Convention 2013 to convention 2014)

Visits to Congregations: 38

Receptions: 4

Reaffirmations: 1

Home communions: 4

Confirmations: 22

Baptisms: 4

Wedding: 1

Blessing: 1

Ordinations: 2

Continuing Education: June 23- July 4, 2014 study at General Seminary NYC

Meetings: Standing Committee, Diocesan Council, Foundation Board, House of Bishops

## Annual Report from Bishop Gallagher

I feel very blessed to be here in the Diocese of Montana serving as your Assistant Bishop for Native Ministries. It was such a blessing to meet so many of you at Convention and I hope over the next year we can get to know each other better. I am charged with helping communities develop Native Ministries and encouraging Native leaders in the Diocese.

I have been a bishop since 2002, when I was consecrated as the Suffragan in Southern Virginia. I have served as a bishop in several dioceses and have committed my life to encouraging our indigenous people. Mark and I will be married forty years this May and we have 3 daughters, Emily, Ariel and Phoebe. We also have a three year old granddaughter named Lillian.

I am here on a half-time basis and spend the rest of my time working with the Bishops' Native Collaborative as their Missioner. That takes me to places like the Episcopal Church in Navajo Land, the Dioceses of Alaska, North and South Dakota, as well as other provinces across the Episcopal Church. This is a new adventure and so the wheres and hows of my work are still developing.

I encourage all of you to be in touch about the needs in your community and how I can be of most help. We will build this minister together and I look forward to having the chance to come to your church and dream together with you.

Episcopal Diocese of Montana  
Minutes of Diocesan Council Conference Call  
January 25, 2014

Diocesan Council held its quarterly meeting via conference call, beginning at 10:00 a.m. Saturday, January 25, 2014.

**Attendance.** Council members participating were: Bishop C. Franklin Brookhart, Jr., Ginnie Lane, Sue Eades, Joan Grant, Keith Axberg, Gayle Gransbery, Ben Yetter, Karen Andre, Nancy McManus, Heidi Kinner, Jackie Brehe and Steven Yurosko. Council member Tim Ljunggren was absent. Also participating in the call were: Barb Hagen, Canon for Administration and Finance, Martha Winford, Diocesan Treasurer, and Gayle Gallik Archey, Diocesan Secretary.

**Call to Order.** Bishop Brookhart began the conference call meeting with prayer. With a quorum participating, the meeting was called to order. Upon motion duly made and seconded, the agenda was accepted as amended.

OLD BUSINESS.

**Minutes of November 20, 2013 Conference Call.** By motion duly made and seconded, the Minutes of the November 20, 2013 Council meeting conducted via conference call were approved as presented.

**Financial Reports.** Barb Hagen and Diocesan Treasurer, Martha Winford, presented the December 31, 2013 financial statements. Barb Hagen stated the Diocesan finances look pretty good; money is being received. Churches in Butte and Havre are currently behind making their assessment payments. Upon motion duly made and seconded, it was unanimously agreed to accept the financial statements.

**Annual Parish Audit Report Update.** Barb Hagen announced 2012 audit reports have not yet been received from Butte, Fort Benton, Havre and Stevensville.

**Acceptance of Finance Department Minutes.** Upon motion duly made and seconded, Council members acknowledged receipt of the minutes of the January 8, 2014 Department of Finance meeting held via conference call.

**Disciplinary Board Update.** Bishop Brookhart stated the Disciplinary Board, together with the Diocesan Attorney, Brad Foster, are currently in the investigatory stage of a Title IV proceeding. Expenses thus far total \$3,549.78, which are mostly for the services of a private investigator.

**Grant Report from Pintler/Joan of Arc Cluster.** As discussed at prior Council meetings, the Diocese has yet to receive a Grant Report from the Pintler/Joan of Arc Cluster for the \$23,000.00 they received from the Diocese. All churches receiving grant money from the Diocese is required to submit a report outlining how the monies were spent.

**Capital Campaign / Planned Giving.** Bishop Brookhart announced the Diocese has begun the discernment process, which is the first step of the Capital Campaign for Camp Marshall. Manny Hoag is the Campaign chairperson, and Jennifer Walworth is in charge of communications for the Campaign. The Campaign committee will survey members of the Diocese to determine if people throughout the Diocese will support a Capital Campaign for Camp Marshall.

#### NEW BUSINESS.

**2015 Budget Process.** The Finance Department offered a suggestion to Council to allow the chairpersons of all Diocesan program committees to participate in the 2015 budget process at Council's July 26, 2014 meeting. In the past, some committee chairpersons have voiced dissatisfaction regarding the allocation of program funds to their committee. Upon motion duly made and seconded, it was agreed to allow the chairpersons of all Diocesan program committees to attend Council's July 26, 2014 meeting. Each chairperson will be allowed to give a short presentation, request a specific amount of money from the 2015 Diocesan program budget, with an explanation of how the committee plans to use the requested funds. Further, committee chairpersons will be allowed to stay for the entire Diocesan Council meeting on July 26, 2014, not just the budget process portion of the meeting.

**Supply Clergy Mileage Reimbursement Rates.** The Diocese is currently paying supply clergy \$100.00 for the first service, and \$25.00 for the second service. However, there is no reimbursement policy for mileage. Upon motion duly made and seconded, it was agreed by a majority of Council members to amend the current reimbursement policy to include payment to supply clergy for mileage at the current applicable federal rate established by the Internal Revenue Service, which for 2014 is fifty-six (56) cents per mile. Heidi Kinner voted against the motion.

**Audit Compliance.** Each parish has a canonical duty to annually perform an audit of the parish's books, and submit the report to the Diocesan Office by September 1st of each year. Many churches are not meeting this requirement. To date, four churches have not submitted their 2012 audit to the Diocese. Barb Hagen stated the Diocese has audit teams that will go to the church and perform their annual audit at no charge; however, the church must request this service from the Diocesan Office. Barb stated she also sends reminders to churches on a monthly basis. Keith Axberg presented a proposal whereby the Diocese would provide audit teams and charge the church an appropriate fee if their audit report was not submitted to the Diocesan Office by September 1st. Following discussion, Bishop Brookhart suggested Council refer Keith's suggestions to the Finance Department, who can define a proposed Audit Compliance Policy. All agreed with the Bishop's suggestion.

**Update to Faber Fund Guidelines.** Barb Hagen presented revised Faber Fund Guidelines, which have been updated to reflect the changes previously made to the Faber Fund Application form.

**Grant Report from Trinity Church in Ennis/Jeffers.** Council members reviewed a Statement of Grant Accounting received from Trinity Church for the \$10,000.00 grant they received from the Diocese. The report states that to date, Trinity has not used any of the money.

**Assessment Guidelines.** Barb Hagen stated the Finance Department questions whether memorial funds should be subject to Diocesan assessment. Following discussion, it was apparent that most Council members agreed memorial funds should not be assessed. The Finance Department will discuss this issue at their next meeting, and then make a recommendation to Council.

**Thank you note from St. James in Deer Lodge.** Council members acknowledged receipt of a thank-you note from St. James Church for the \$3,000.00 grant they received to pay for the installation of a new furnace in the Church.

**Upcoming Meetings.** Diocesan Council set the following meeting dates for 2014:

April 26, 2014 - 10:00 a.m. to 3:00 p.m. at St. Peter's in Helena;

July 26, 2014 - 10:00 a.m. to 3:00 p.m. at St. Peter's in Helena; and

November 15, 2014 - 10:00 a.m. - conference call.

**Adjournment.** There being no further business to come before Council, on motion duly made and seconded, the conference call was adjourned by Bishop Brookhart at 11:15 a.m.

Respectfully submitted,

Gayle Gallik Archey, Diocesan Secretary.

Episcopal Diocese of Montana  
Minutes of Diocesan Council Meeting  
April 26, 2014  
St. Peter's Cathedral, Helena, Montana

**Attendance.** Council members present: Bishop C. Franklin Brookhart, Jr., Ginnie Lane, Jackie Brehe, Ben Yetter, Steven Yurosko, Gayle Gransbery, Joan Grant and Keith Axberg. Council members Heidi Kinner, Tim Ljunggren, Nancy McManus, Karen Andre and Sue Eades were absent. Also present at the meeting were: Barb Hagen, Canon for Finance/Administration; Martha Winford, Diocesan Treasurer; and Gayle Gallik Archey, Diocesan Secretary.

**Call to Order / Adoption of Agenda.** Bishop Brookhart called the meeting to order at 10:00 o'clock a.m. With a quorum present, Bishop Brookhart opened the meeting with prayer. Upon motion duly made and seconded, the meeting agenda was adopted as presented.

### ***OLD BUSINESS.***

**Minutes of January 25, 2014 Conference Call Meeting.** By motion duly made and seconded, the Minutes of the January 25, 2014 conference call meeting were approved as presented. Additionally, by email vote conducted February 3, 2014, Council approved a Faber Fund Application from Gethsemane Church in Manhattan in the amount of \$1,640.00 to pay one-half the cost of installing a new furnace in the Church building. The Diocesan office has received a

note of thanks, together with a copy of the Faber Fund Application from Gethsemane Church.

**Minutes of April 22, 2014 Conference Call Meeting.** On April 22, 2014, Council members participated in a conference call with Brandon Costley, Financial Consultant with RBC Wealth Management. Brandon reviewed RBC's role managing the Diocesan investments, and gave a performance summary of all investments contained in the Diocesan portfolio during the past year. Upon motion duly made and seconded, the Minutes of the April 22, 2014 conference call meeting were approved as presented.

**Correction to Minutes of November 20, 2013 Conference Call.** Upon motion made, seconded and approved, an error in the paragraph entitled North Dakota Mineral Interest of the November 20, 2013 Conference Call minutes was corrected. The North Dakota mineral rights were formerly owned by St. Matthew's Church, Glendive, not Glasgow.

**Financial Reports.** Martha Winford and Barb Hagen presented the financial statements through March 31, 2014. They reported investments are performing well, income is being received, and the bills are being paid. A fund has been established for donations to pay for new mattresses at Camp Marshall. Upon motion duly made and seconded, it was unanimously agreed to accept the March 31, 2014 financial statements.

**Annual Parish Audit Report Update.** The Diocesan office has received 2012 Audit Reports with all churches, with the exception of Butte, Havre, Fort Benton and Stevensville. Barb Hagen stated timely filing of the Audit Reports remains an issue throughout the Diocese. The Finance Department will present audit compliance guidelines at the July 26, 2014 Diocesan Council meeting. Following a motion duly made and seconded, the Annual Parish Audit Report was accepted.

**Acceptance of Finance Department Minutes.** Upon motion duly made and seconded, Council members acknowledged receipt of Finance Department Minutes from their March 24, 2014 conference call.

**Grant Report from Pintler/Joan of Arc Cluster.** Barb Hagen stated it has been several years since the Pintler/Joan of Arc Cluster received a \$23,000.00 Venture In Mission-Mission Opportunity (VIM-MO) Grant. To date, the Cluster has yet to provide the Diocesan Office with the required written spending report.

**Assessment Guidelines for Memorial Funds.** The Finance Department recommends that Diocesan Council change the Diocesan Assessment Guidelines to include memorial funds. The Finance Department recommends any memorial funds given by a donor to a church which will be used for operating use, shall be assessable. Any memorial funds given by a donor to a church to be used for vestments or non-operating use, shall not be assessable. Upon motion duly made and seconded, the recommended revisions to the Diocesan Assessment Guidelines were approved.

**Faber Fund Loan Application / Trinity Church in Ennis.** Keith Axberg gave an update on the renovation work being done at Trinity Church in Ennis. Keith presented Trinity's Faber Fund Application for Council's consideration, and gave a recap of how the Church plans to repay the Diocese for this loan. Keith stated Trinity Church has already raised \$205,000.00



through its capital campaign. Upon motion duly made and seconded, Council approved Trinity's Faber Fund Loan Application in the amount of \$50,000.00.

**Faber Fund Accounting Report / St. James in Deer Lodge.** The Diocesan Office received a Statement of Grant Accounting from St. James Church in Deer Lodge for the \$3,000.00 Faber Fund Grant St. James received to replace the furnace in their Parish Hall. The total cost of the furnace was \$2,850.00, so with the accounting, St. James included a check to the Diocese for \$150.00, representing a refund of the money not spent.

**Capital Campaign for Camp Marshall.** Bishop Brookhart gave a progress report on the beginning stages of the Capital Campaign to benefit Camp Marshall. The Discernment Committee, chaired by Manny Hoag, will next meet in May.

### ***NEW BUSINESS.***

**Native American Ministry.** Bishop Brookhart presented a proposal for the Diocesan Native American Ministry program. The purpose of the Native American Ministry program is to (1) sustain and develop the Togendowagen Society at the Cathedral in Helena; (2) develop vital congregations of urban native people, specifically Great Falls and Billings, which have high populations of non-reservation Native Americans; and (3) raise up and train indigenous priests and other leaders. The Bishop stated The Rt. Rev. Carol Gallagher, Ph.D. will be the probable coordinator and leader of the program. Carol will work in Helena two weeks a month, and anticipates starting later this summer or early fall. Funding for this program will come from the Mission Enterprise Zone grant from the General Convention (matching grant totaling \$200,000.00). Additionally, there is \$100,000.00 in the Diocesan Native American Ministry fund.

**St. Luke's Church / Libby.** Bishop Brookhart received a letter from St. Luke's Church in Libby, requesting their church be closed. The letter was signed by a majority of the congregation (6 or 7 members). The ELCA (Lutheran) church in Libby is considering hiring a couple to act as Co-Pastors of the church, who are also interested in working with St. Luke's. Such an arrangement might keep St. Luke's from closing. Therefore, upon motion duly made and seconded, it was decided to have Bishop Brookhart notify St. Luke's as follows: (1) Diocesan Council acknowledges receipt of their letter, (2) their request for closure will be taken under advisement, and (3) Council will act on their request in due course.

**Proposal to Change Diocesan Convention.** Council discussed a proposal from John Bertrum of Christ Church in Kalispell. John's proposal to have Convention every other year instead of annually brings up many good points, such as cost savings, and attendance requirements which limit participation. It was noted the Diocesan Canons state that Convention shall be held annually. Upon motion duly made and seconded, Council agreed to change Convention, on a trial basis, to a two-day event, commencing Friday afternoon and ending Saturday evening. Billings is host to the 2014 Convention. Bishop Brookhart will check with The Rev. Jacob Knee, to see if plans can be changed to implement the two-day convention this year, or if the two-day Convention will commence in 2015.

**Camp Marshall Mattress Report.** New mattresses have been purchased for Camp Marshall. The cost of the mattresses is approximately \$10,000.00, of which \$7,945.27 has already been

received through fund raising efforts. Donations in the amount of \$2,054.73 is still needed to pay the mattress bill. Barb Hagen reported lots of people were at Camp Marshall two weeks ago for a very successful work weekend.

**Upcoming Ministry Skills Workshop.** Next Saturday, May 3, 2014, a Ministry Skills Workshop will be held at St. Peter's Cathedral in Helena.

**2009 Grant to St. Paul's in Hamilton.** In 2009, St. Paul's Church in Hamilton was approved to receive a \$40,000.00 Faber Fund loan to re-side their Church building. The terms of the loan at that time provided for a 7-year repayment schedule. Members of St. Paul's are just now commencing work on the re-siding project. Barb Hagen stated the terms of Faber Fund loans have changed since 2009. Currently, a Faber Fund loan must be repaid within a 5-year period. Upon motion duly made and seconded, it was unanimously agreed to grandfather the terms of the 2009 Faber Fund loan to St. Paul's, allowing them 7 years to repay the loan to the Diocese.

**News from around Diocese.** Bishop Brookhart announced Theresa Kelly from Wheeling, West Virginia has accepted a call to serve as Rector at St. Mary's in Butte, and the Pintler/Joan of Arc Cluster. Theresa is expected to arrive in June or July. Bill Baumgarten is currently serving as Interim Rector at St. Paul's in Hamilton, and at St. Stephen's in Stevensville, while the two churches search for a new Rector.

**Next Diocesan Council Meeting.** The next meeting of the Diocesan Council will be an in-person meeting on Saturday, July 26, 2014 at St. Peter's Cathedral in Helena, from 10:00 a.m. to 3:00 p.m.

**Adjournment.** There being no further business to come before Council, on motion duly made and seconded, the meeting was adjourned by Bishop Brookhart at 12:45 p.m.

Respectfully submitted,

Gayle Gallik Archey, Diocesan Secretary.

Episcopal Diocese of Montana  
Minutes of Diocesan Council Meeting  
July 26, 2014  
St. Peter's Cathedral, Helena, Montana

**Attendance.** Council members present: Bishop C. Franklin Brookhart, Jr., Jackie Brehe, Tim Ljunggren, Nancy McManus, Karen Andre, Steven Yurosko, Gayle Gransbery, Joan Grant and Keith Axberg. Council members Heidi Kinner, Ginnie Lane, Ben Yetter and Sue Eades were absent. Also present at the meeting were: Barb Hagen, Canon for Finance/Administration; Martha Winford, Diocesan Treasurer; and Gayle Gallik Archey, Diocesan Secretary. Guests attending the meeting included Pat King from Holy Spirit in Missoula, The Very Rev. Stephen Brehe and The Rev. Wren Blessing.

**Call to Order / Adoption of Agenda.** Bishop Brookhart called the meeting to order at 10:00 o'clock a.m. With a quorum present, Bishop Brookhart opened the meeting with prayer. Upon motion duly made and seconded, the meeting agenda was adopted as amended.

**2015 Diocesan Budget**. Barb Hagen and Martha Winford presented the proposed 2015 Diocesan Budget, based on a 19% assessment, the same as 2014. Changes to the 2015 budget are as follows:

Administration:

- 1.5% increase for staff salaries;
- Increase to Bishop's travel; and
- New line item for Christian Formation (Camp) travel.

Program:

- Currently not budgeted. Program funds for Committees will be allocated during today's Council meeting.

Camp:

- Need to allocate money for new water softener;
- Increase funds for more staff training; and
- Increase funds for staff salaries.

Council members discussed the allocation of Program funds for Committees to complete the 2015 Budget. For the past several years, Committee chairs determined allocation of Program funds. This year, Diocesan Council will determine allocation of funds after reviewing requests (written and in-person) from Committee chairs. The following individuals gave presentations on behalf of their Committees:

1. Pat King / Campus Ministries in Missoula. Missoula Campus Ministries requests \$4,100 to assist: (1) Friends In Need program; (2) Missoula Interfaith Collaborative; (3) help for graduate students; and (4) outreach teams.
2. Rev. Wren Blessing / Christian Formation. Christian Formation requests \$1,800 for (1) host gatherings for young adults, and middle and high school students; (2) presentations, slide shows and resources; and (3) offer financial assistance to churches to pay for background checks.
3. Very Rev. Stephen Brehe / Commission on Ministry. Commission on Ministry requests (1) \$700 for administration exam costs and meeting expenses, and (2) \$1,500 for Education for Ministry expenses.
4. Martha Winford / Social Justice and Finance Department. Social Justice Committee requests \$200 to pay for supplies, training and displays for Convention. Additionally, Finance Department requests \$1,200 to pay for their meetings held 6 times per year.

Upon motion duly made, seconded and approved, the 2015 Diocesan Program Budget was

revised as follows:

- Allocate \$3,000 to Missoula Campus Ministries.
- Allocate \$2,000 to Congregational Development Committee.
- Draw \$4,603 from endowments to fund remaining Committees and Programs in 2015 Budget.

The Rev. Wren Blessing outlined the proposed changes to the 2015 Camp Marshall Budget:

- Suggest parishes include line-item in their operating budgets for donations to Camp. This will allow Camp to plan on this money.
- Set goal that Camp rental amounts will cover expenses.
- Have an assistant for Julie Sisler during large group rentals.
- Request \$4,000 to purchase water softener at Camp to alleviate hard water deposit build up.
- Suggest parishes offer scholarships or donate money to Camp to pay camper registration fees.

Upon motion duly and seconded, the revised 2015 Diocesan Budget was approved as revised.

### ***OLD BUSINESS.***

**Minutes of April 26, 2014 Meeting.** By motion duly made and seconded, the Minutes of the April 26, 2014 Diocesan Council meeting was approved as presented.

**Financial Reports.** Diocesan Treasurer, Martha Winford, presented the financial statements through June 30, 2014. Overall, investments continue to perform well, income is being received, and the bills are being paid. Donations have been received to pay for all the new mattresses at Camp Marshall. It was noted that a few parishes are behind with their assessment payments. Upon motion duly made and seconded, it was unanimously agreed to accept the June 30, 2014 financial statements as printed.

**Annual Parish Audit Report Update.** Butte, Fort Benton and Havre have yet to submit their 2012 Audit Report to the Diocesan office. Barb Hagen stated timely filing of the Audit Reports remains an issue throughout the Diocese.

**Acceptance of Finance Department Minutes.** Upon motion duly made and seconded, Council members acknowledged receipt of Finance Department Minutes from their June 28, 2014 meeting.

**Grant Report from Pintler/Joan of Arc Cluster.** Barb Hagen stated the Pintler/Joan of Arc Cluster has yet to submit the required spending report to the Diocesan office for the \$23,000 Venture In Mission-Mission Opportunity (VIM-MO) Grant they received several years ago.

**Capital Campaign for Camp Marshall.** Bishop Brookhart reported the Campaign Committee is still in the discernment stage to determine if the Diocese should proceed with Capital

Campaign to benefit Camp Marshall. The Committee is working with Sue Fornabai, a consultant from the National Church.

**Diocesan Audit Policy.** Keith Axberg presented a proposed Diocesan Audit Policy, recommended by the Finance Department. Upon motion duly made and seconded, the following Diocesan Audit Policy was unanimously approved.

*Diocesan Audit Policy*

It is the Policy of the Diocese of Montana that every congregation submit its annual audit on or before September 1st of each year for the year preceding. Names of auditors are to be approved in advance of said audit in a manner prescribed by Diocesan Council. The Diocese makes available special auditors to enable compliance with the audit canons. Congregations are expected to pay for incidental expenses related to audits conducted by Diocesan auditors.

Congregation which submit audits by September 1st each year are deemed in compliance with Diocesan standards. Congregations arranging for Diocesan team audits by April 15th (as per guidelines) are deemed to be in compliance with Diocesan standards. Congregations using unapproved auditors and/or failing to submit their audit reports by September 1st of each year shall be deemed out of compliance.

When a congregation is out of compliance, the Diocese shall assign an audit team to schedule a mandatory audit before the end of the calendar year. The congregation's lay and clergy leaders are expected to have all audit materials collected in one place and offer any and all assistance needed, and shall reimburse the Diocese for any expenses related to the audit (mileage, per diem expenses, and possible auditor salaries).

Any congregation suspected of malfeasance, misfeasance, or nonfeasance may, at the discretion of the ecclesiastical authority and upon advice of counsel, be ordered to undergo a forensic audit and will be expected to bear the costs associated with such audit.

**Update on Bishop Gallagher / Native American Ministry.** Bishop Brookhart announced he has received confirmation of funds to allow the Diocese to hire The Rt. Rev. Carol Gallagher as Bishop Assisting to Bishop Brookhart. Bishop Gallagher will begin July 1, 2014, and will work with urban Native Americans primarily in Great Falls, Billings and Kalispell. Carol's goal is to strengthen and raise up Native American people as leaders. She anticipates this project will take three to five years to complete. Upon motion duly made and seconded, Council members affirmed Bishop Brookhart naming The Rt. Rev. Carol Gallagher as Bishop Assisting of the Episcopal Diocese of Montana. Additionally, upon motion duly made, seconded and approved, it was agreed to transfer up to \$15,000 from other Diocesan accounts to pay Bishop Gallagher's salary until grant monies for this purpose are received by the Diocese.

**Closure of St. Luke's Church / Libby.** At its last meeting, Council discussed the possibility of St. Luke's Church in Libby working together and sharing a Pastor with the ELCA (Lutheran) church in Libby. However, Bishop Brookhart stated that did not happen. Since St. Luke's has only three remaining members, they request their church be closed. The Standing Committee has approved the closure of St. Luke's. Upon motion duly made and seconded, Council members approved the closure of St. Luke's Church in Libby.

***NEW BUSINESS.***

**Minimum Insurance Requirements.** Council reviewed the Minimum Insurance Requirements established by the Church Insurance Company to ensure that all Episcopal churches have adequate insurance coverage. Following discussion, instead of requiring all churches within the Diocese to carry specific insurance limits, it was decided to make the proposed minimum insurance limits a recommendation. Therefore, upon motion duly made, seconded and approved, the following policy was approved:

**Minimum Insurance Recommendations**

Canon 7: Sec 1(g) of The Episcopal Church states: All buildings and their contents shall be kept adequately insured. • As all property is held in trust for the Diocese; the minimum insurance recommendations as determined by the Diocesan Council of the Diocese of Montana are as follows:

**COMMERCIAL PACKAGE POLICY**, to include the following minimum limits:

\* Buildings, Organs & Contents Insured to Replacement Value,

All Risk • Coverage

\* Fine Arts / Stained Glass \$1,000,000

\* Flood Coverage Insured to Replacement Value,

All Risk • Coverage

\* Comprehensive General Liability Occurrence \$1,000,000

Aggregate \$5,000,000

\* Pastoral Counseling Liability Occurrence \$1,000,000

Aggregate \$5,000,000

\* Employee Benefit Liability (EBL) Occurrence \$1,000,000

Aggregate \$5,000,000

\* Medical Payments Each Person \$15,000

Occurrence \$60,000

\* Sexual Misconduct Liability Occurrence \$1,000,000

Aggregate \$2,000,000

\* Crime/Employee Dishonesty Occurrence \$50,000 (minimum)

**DIRECTORS & OFFICERS (D&O) POLICY**, including the following liability limits:

\* Directors & Officers \$1,000,000

\* Employment Practices Liability (EPL) \$1,000,000

(Including Sexual Harassment)

**WORKERS COMPENSATION POLICY** (including supply clergy)

\* Bodily Injury by Accident Each accident \$500,000

\* Bodily Injury by Disease Policy limit \$500,000

**UMBRELLA POLICY** (Excess Liability)

As excess over Commercial General

Liability, Pastoral Counseling, Sexual

Misconduct, Directors & Officers,

Owned Auto, Hired and Non-Owned

Auto and Workers Compensation Occurrence \$1,000,000

Aggregate \$1,000,000

Additionally, the Diocesan Chancellor suggests all churches in the Diocese carry earthquake insurance. Following discussion, it was determined that earthquake insurance premium costs are very prohibitive, therefore no recommendation would be made to churches in this regard.

**Transfer of Diocesan Funds from Endowment to Investment.** Upon motion duly made and seconded, it was unanimously agreed to transfer \$156,672.00 from the Endowment Account to the Investment Account in order to bring the Diocese into compliance with the Endowment by-laws, as the Diocese is required to draw the income.

**Council Member Terms Expiring.** Bishop Brookhart announced the terms of the following Council members will expire this year at Convention: Gayle Gransbery, Karen Andre, Sue Eades and Heidi Kinner. Additionally, Ginnie Lane has submitted her resignation as a member of Diocesan Council. Bishop Brookhart offered his thanks to all of them for their service and commitment to the Diocese.

**Update of Faber Fund Guidelines.** Upon motion duly made, seconded, Council unanimously accepted the proposed change to the Faber Fund Guidelines as recommended by the Finance Department. The following provision shall be incorporated and made a part of the Faber Fund Guidelines:

Following approval, funds must be requested from the Canon for Finance & Administration and used within six months. If funds are not requested and used within the allotted time, the congregation will need to reapply for the funds.

**Updates to Handbooks, Manuals and Audit Forms.** Council members reviewed various revisions to the Accounting Manual, Treasurer's Guide Book, and Audit Form, said revisions being recommended by the Finance Department. Upon motion duly made and seconded, the proposed revisions to the Handbooks, Manuals and Audit Forms were unanimously approved.

**Payment of Capital Campaign Expenses.** Upon motion duly made and Seconded, it was agreed to draw up to \$10,000 from the Endowment Fund income to pay Sue Fornabai's fees for her consulting work with respect to the Capital Campaign for the benefit of Camp Marshall.

**Next Diocesan Council Meeting.** The next meeting of the Diocesan Council will be held via conference call on Saturday, November 15, 2014 commencing at 10:00 a.m.

**Adjournment.** There being no further business to come before Council, on motion duly made and seconded, the meeting was adjourned at 2:00 o'clock p.m., with prayer lead by Bishop Brookhart.

#### ADDENDUM TO MINUTES.

Several questions arose following the adjournment of the July 28, 2014 Diocesan Council Meeting regarding the Native American funds held by the Diocese. To offer further explanation and answer questions, a conference call among Council members was held on July 30, 2014. During the call, Bishop Brookhart explained that the Native American funds are a bequest, not a donation. He has met with the Council of Elders at Togendowagen several times over the last two years, and he and Bishop Gallagher have met with the Elders earlier this year.

The funds are Mission Enterprise money, and is a one-time matching grant of \$60,000. Navajoland will pay for Bishop Gallagher's health insurance and the Diocese of Alaska will pay for her pension. Barb Hagen reported that the Diocese has received \$50,000 from DFMS, which is designated for this project with the Bishop's Native Collaborative, and there will be \$15,000 additional funds coming. The Diocese of Montana does not have to match these funds.

In order to proceed, we need to commit to draw \$60,000 from the Native American Investment funds to match the grant. However, we will have an additional \$65,000 to spend for this ministry, plus the \$60,000 match. Togendowagen already has grant funds that they can use and this \$60,000 draw is not part of those funds. They still have their funds and are also free to request a grant from the Native American Ministry fund at any time.

Following discussion, Gayle Gransbury, Jackie Brehe, Keith Axberg and Joan Grant all voted yes to the approval of spending \$60,000 as matching funds from the Native American Ministries investment fund. Additionally, affirmative email votes were received from Steven Yurosko, Nancy McManus, Ben Yetter and Tim Ljunggren.

Respectfully submitted,



Gayle Gallik Archey, Diocesan Secretary.

Episcopal Diocese of Montana  
Minutes of Diocesan Council Conference Call  
November 15, 2014

Diocesan Council held its quarterly meeting via conference call, beginning at 10:00 a.m. on Saturday, November 15, 2014.

**Attendance.** Council members participating were: Bishop C. Franklin Brookhart, Jr., The Rev. Joan Grant, The Rev. Keith Axberg, Ben Yetter, Jackie Brehe, The Rev. Steven Yurosko, Janie Koch, The Rev. Jean Collins, Barbara Schultz, John Bertram and The Rev. Theresa Kelley. Council members Nancy McManus and The Rev. Tim Ljunggren were absent. Also participating in the call were: Barb Hagen, Canon for Administration and Finance, Martha Winford, Diocesan Treasurer, Gayle Gallik Archey, Diocesan Secretary.

**Call to Order.** Bishop Brookhart began the conference call meeting with prayer. With a quorum participating, the meeting was called to order. The agenda was accepted as amended.

**Introduction of New Members.** Bishop Brookhart welcomed new members to Diocesan Council: John Bertram from Kalispell, The Rev. Jean Collins from Lewistown, Janie Koch from Billings, The Rev. Theresa Kelley from the St. Joan of Arc Region, and Barbara Schultz from Helena.

OLD BUSINESS.

**Minutes of July 26, 2014 Meeting.** By motion duly made and seconded, the Minutes of the July 26, 2014 Diocesan Council meeting were approved as corrected.

**Minutes of 111th Convention of the Episcopal Diocese of Montana.** Council members reviewed the Minutes of the 111th Diocesan Convention. It was noted the number of lay delegates in attendance Friday evening does not constitute a quorum.

The Credentials Committee Report indicates that of a possible 87 lay delegates, only 55 had registered. Barb Hagen will check with Sandy Williams, the Credentials Committee Chairperson, to obtain an accurate count of lay delegates in attendance at Convention. A motion, duly made and seconded, to receive the Minutes of the 111th Diocesan Convention, was approved.

**Financial Reports.** Barb Hagen and Diocesan Treasurer, Martha Winford, presented the October 2014 financial statements. Upon motion duly made and seconded, it was unanimously agreed to accept the financial statements.

**Annual Parish Audit Report Update.** Barb Hagen announced all of the 2013 audit reports have been received, with the exception of Big Timber, Butte, Glasgow and Great Falls.

**Acceptance of Finance Department Minutes.** Upon motion duly made and seconded, Council members acknowledged receipt of minutes of the September 11, 2014 Department of

Finance meeting held via conference call.

**Padbury Property Update.** Bishop Brookhart announced the Diocese recently sold a parcel of real property located in East Helena, commonly known as the Padbury Property for \$268,671.94. Council needs to decide where to allocate the proceeds from this sale. Normally, monies obtained from this type of sale would be placed in the Faber Fund. Following a lengthy discussion, upon motion duly made and seconded, it was agreed to distribute the sales proceeds from the Padbury Property as follows:

\$50,000.00 to the Faber Fund, \$15,000.00 to establish a scholarship fund for a Diocesan sponsored youth pilgrimage to the Holy Land in 2016; and the remaining balance to Camp Marshall, to be used at the Camp Director's discretion.

**Capital Campaign.** Bishop Brookhart said work continues with the Capital Campaign to benefit Camp Marshall. There is not much new to report at this time.

**Bishop Carol Gallagher's Report.** Bishop Gallagher was unable to participate in today's conference call. On her behalf, Bishop Brookhart gave a brief overview of her work thus far in the Diocese of Montana. Bishop Gallagher has been working with Native ministries to arrange meetings with individuals and parishes around the Diocese. She has worked with the Bishop's Collaborative School, attended Togendowagen meetings, and participated in worship at Red Lodge. Additionally, Bishop Gallagher is planning several summits in Billings and Great Falls to be held the week of December 15, 2014.

NEW BUSINESS.

**Revisions to Assessment Guidelines.** Council members reviewed proposed changes to the Diocesan Assessment Guidelines recommended by the Finance Department. Upon motion duly made and seconded, the revisions to the Diocesan Assessment Guidelines were approved. The newly approved guidelines are as follows:

Diocesan Assessment Guidelines - November 2014.

Assessable income is pledges, gifts or investments income designated for operating purposes, or funds that are not designated but are used for operating expenses including salaries and benefits for staff as well as the operating expenses listed below.

General purpose income includes: loose offerings, pledge and plate offerings and investment income.

Any pledges or gifts that are designated for operating expense such as, but not limited to: music, flowers, altar supplies, education materials, office expenses, miscellaneous expenses such as paper goods, utility bills, building cleaning, lawn care and snow removal expense, phone bills, building maintenance and repairs, income from fundraisers unless specified for a certain purpose (other than for operating expenses) prior to the fund raiser, extra gifts to congregation not earmarked, outreach funds that are a line item in the budget, and memorial funds given for operating use.

Items not assessable: donations to Camp Marshall, donations for United Thank Offering, or Episcopal Relief and Development or funds collected for other church organizations, donations for clergy discretionary funds, community outreach programs - funds that are in and out, loans from bank or investments. If money is to be paid back, the repayment is considered an operating expense. Funds from investments that do not need to be repaid as assessable if they are used for operating expenses, memorial funds given for vestments or non-operating use, grant funds if designated for a specific use.

**St. Luke's Church - Libby.** St. Luke's Church in Libby is now closed. The church property has been listed for sale with a realtor.

**Camp Marshall Report.** Council members reviewed The Rev. Wren Blessing's written report of Camp Marshall which includes the 2014 Camp statistics through November 14, 2014.

**Authority to Sign Diocesan Checks.** Barb Hagen stated there are four individuals currently authorized to sign Diocesan checks: Barb Hagen, The Rev. Rick Johnson, Ginnie Lane and The Rev. John Board. John Board and Ginnie Lane are not always available to sign checks, therefore Barb suggested that Jill Sallin be given authority to sign Diocesan checks and to communicate with the bank. Upon motion duly made and seconded, Council agreed to authorize Jill Sallin as a signer on the checking account of the Diocese.

**Diocesan Audit.** The accounting firm of Galusha, Higgins & Galusha, P.C. has completed the Auditor's Report of The Episcopal Diocese of Montana and Endowment for the Episcopal Diocese of Montana for 2012 and 2013. All members of Council were provided a copy of the Auditor's Report. Upon motion duly made and seconded, it was unanimously agreed to receive the Combined Financial Statements and Independent Auditor's Report for 2012 and 2013, as prepared by Galusha, Higgins & Galusha, P.C.

**Election of Vice President.** The Rev. Joan Grant 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 Joan Grant was unanimously elected to serve as Vice President of Council until the 2015 Diocesan Convention.

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

1. The Diocesan Council on November 15, 2014, after discussing the amount to be paid to the Rt. Rev. C. Franklin Brookhart, as a parsonage allowance, on motion duly made and seconded, adopted the following resolution:

Whereas, the Rt. Rev. C. Franklin Brookhart 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 \$135,520.20 to be paid to the Rt. Rev. C. Franklin Brookhart in 2015, that \$38,720.06 be designated as a parsonage allowance within the meaning of that term as used in Section 107 of the Internal Revenue Code of 1986.

2. The Diocesan Council on November 15, 2014, after discussing the amount to be paid to the Rev. Linda McCloud, as a parsonage allowance, on motion duly made and seconded, adopted

the following resolution:

Whereas, the Rev. Linda McCloud is employed as a minister of The Episcopal Diocese of Montana - St. Luke's Episcopal Church, which does not provide a residence for her, the Council resolves that of the total compensation of \$64,300.00 to be paid to the Rev. Linda McCloud in 2015, that \$24,000.00 be designated as a parsonage allowance within the meaning of that term as used in Section 107 of the Internal Revenue Code of 1986.

3. The Diocesan Council on November 15, 2014, after discussing the amount to be paid to the Rev. James Christopher Roberts, as a parsonage allowance, on motion duly made and seconded, adopted the following resolution:

Whereas, the Rev. 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 \$36,073.10 to be paid to the Rev. James Christopher Roberts in 2015, 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.

4. The Diocesan Council on November 15, 2014, after discussing the amount to be paid to the Rt. Rev. Carol Gallagher, as a parsonage allowance, on motion duly made and seconded, adopted the following resolution:

Whereas, the Rt. Rev. Carol Gallagher 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 \$84,000.00 to be paid to the Rt. Rev. Carol Gallagher in 2015, that \$24,000.00 be designated as a parsonage allowance within the meaning of that term as used in Section 107 of the Internal Revenue Code of 1986.

5. The Diocesan Council on November 15, 2014, after discussing the amount to be paid to the Rev. Canon Wren Blessing, as a parsonage allowance, on motion duly made and seconded, adopted the following resolution:

Whereas, the Rev. Canon Wren Blessing 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 \$50,820.93 to be paid to the Rev. Canon Wren Blessing in 2015, that \$17,520.27 be designated as a parsonage allowance within the meaning of that term as used in Section 107 of the Internal Revenue Code of 1986.

**Faber Fund Grant Report from Trinity Church - Ennis.** Council members reviewed a Grant Report submitted by Manny Hoag on behalf of Trinity Church in Ennis for the \$50,000.00 Faber Fund Grant the Church recently received from the Diocese. The grant money was used to help pay for major renovations to the Church. The Rev. Keith Axberg, Rector at Trinity, outlined the many renovations being done to the Church. Keith stated the parishioners are hopeful to have the majority of the work completed soon, so they can move back into the Church before Christmas.

**Grant Report from St. Mark's Church - Anaconda.** On behalf of St. Mark's Church in Anaconda, Sr. Warden, Terry Montgomery, submitted a Statement of Grant Accounting for the

\$23,442.59 grant St. Mark's received from the Diocese. It was noted the report does not specify how the money was spent. Barb Hagen said she will ask Terry Montgomery to provide more details as to how St. Mark's spent the \$23,442.59 grant money.

**Proposal from Deacon School.** A proposal for the establishment of an Episcopal Diocese of Montana Deacon Formation Support Fund was discussed. This proposal, submitted by Dorcie Dvarishkis on behalf of the School for Deacons, would establish a fund to assist those enrolled in the School with expenses (mainly books), which would be funded by donation only. Upon motion duly made and seconded, it was unanimously agreed to accept the Proposal for the establishment of a Deacon Formation Support Fund for the Diocese of Montana.

**Follow up to Resolution Presented at Convention.** During the recent Diocesan Convention, a resolution was presented to establish a committee to examine and consider the model of Montana's annual Diocesan Convention, including its frequency, duration, cost, its ability to adequately represent the people of the Diocese, and its purpose and effectiveness in meeting. Bishop Brookhart stated he has appointed Clark Sherman, Bradley Wirth and Gary Waddingham to a committee that will evaluate these issues, and also will examine and consider the possibility of utilizing the deanery structure and electronic technology as an alternative way to conduct some of the Convention business. Bishop Brookhart has asked the committee to organize meetings around the Diocese to obtain feedback from parishioners, then report back to Council.

**Election of Disciplinary Board Member.** Bishop Brookhart announced the need to fill a vacancy on the Disciplinary Board. Jim Hunt's term on the Disciplinary Board has expired, but he is willing to serve a second term. Upon motion duly made and seconded, the nominations were closed, and Jim Hunt was unanimously elected to serve a second term on the Disciplinary Board.

**On-Line Payments.** Barb Hagen and Jill Sallin are currently exploring options to enable the Diocesan office to accept payments on-line. A follow-up report will be presented at the next Council meeting.

**Diocesan Monthly Newsletter.** Bishop Brookhart announced the Diocesan office has started publishing a Diocesan monthly electronic newsletter. The first issue has already been electronically distributed, and it turned out well. The Diocesan office is currently working on the second issue.

**Executive Council Resolutions.** Council members received two resolutions from the Executive Council of The Episcopal Church, namely: (1) Repudiation of the Doctrine of Discovery and Examine Impact of Doctrine of Discovery; and (2) #Black Lives Matter, Too. The two resolutions require no action from Diocesan Council; they are for informational purposes only.

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

January 31, 2015 (10 a.m. conference call)

May 30, 2015 (in-person)

July 25, 2015 (in-person)

November 7, 2015 (10 a.m. conference call)

In-person meetings, followed by Eucharist, will be from 10:00 a.m. to 3:00 p.m. at St. Peter's Cathedral in Helena.

**Adjournment.** There being no further business to come before Council, on motion duly made and seconded, the conference call was adjourned by Bishop Brookhart at 11:30 a.m.

Respectfully submitted,

Gayle Gallik Archey, Diocesan Secretary.

## **COMMITTEE REPORTS**

### **Christus Collegium, Center for Campus Ministry - Bozeman**

The Campus Christian Center (CCC) thanks the Episcopal Diocese for continuing to support the ministry to young adults at our facility – Christus Collegium, Center for Campus Ministry – adjacent to the Montana State University campus. Episcopal Campus Ministry, Lutheran Campus Ministry and Bozeman United Methodist Church each offer programming both on site and on campus. The facility is supported largely by monthly assessments paid by the partner ministries and by rental income from the residential facility. The assessments and reimbursements from the ministries accounted for approximately 16% of revenue in FY 2014.

Midweek fellowship and a shared meal are offered on Tuesday and Thursday evenings, hosted by the Methodist Church and Lutheran Campus Ministry, respectively. All students are welcome to attend either or both evenings. Worship is also offered on Sunday evenings and is led by Pastor Timothy Spring. Ministry staff is available to students for counseling and prayer and also plays a role in connecting students with service opportunities such as the Community Café and spring break mission trips farther afield.

In recent years the Board of the CCC has made a concerted effort to be good stewards of our building. Several maintenance upgrades have been identified and grant money sought to accomplish the first of these projects. As of December 2014 we have received \$51,000 in grants and gifts to this end. We will be adding an ADA restroom and shower, renovating our main kitchen, and upgrading to a hard-wired smoke detector system in the resident wing. A United Methodist volunteer work team was here in August to install new drywall, paint trim, and do landscape clean-up and other gardening. Several of the college students involved in the Christus Collegium ministries assisted during this work weekend, as well.

Christian ministry and hospitality is alive at Montana State University and we are grateful for the blessing of young adults and those that love them!

Kerri Brown, Administrative Manager



Pastor John Lund: [John.lund@umontana.edu](mailto:John.lund@umontana.edu), 396-4974,  
[www.ecmum.org](http://www.ecmum.org)

**Annual Report, January 2015**

**Student residents and staff:** We currently have 11 students living in the Ark and Emmaus House who are committed to living in community, sharing some meals and being part of campus ministry. Currently we have about 35 students in our “Active” file with about 30 more who are contacts. We also have about 15 active older young adults (mid-20’s through 30 or so), as well as about 65 faculty and staff contacts. We have three student peer ministers as well as 8-10 outreach worship leaders who go out to churches in Western Montana to lead worship.

**Program:** The heart of our student ministry is our Wednesday night worship and Sunday nights for dinners and discussions groups. We average between 10-15 on any given event. We also offer fall and winter outdoor retreats. Last year we had students travel to Vancouver, BC for a service/learning/exploring adventure during Spring Break and this year we are planning to go to Vancouver, BC with the same kind of trip.

**Volunteerism and serving others:** volunteerism includes Family Promise help support for Atonement Lutheran, Habitat for Humanity, promoted campus-wide charitable giving, served at the Montana Food Bank Network. We also started up a new program called “**Friends in Need**”. This is staffed by an intern who did a year of the ELCA Young Adults in Global Mission and is run with volunteers of all ages. This program does renovation and fix-up work in homes of need.

### **Campus Pastor Activities:**

**Teaching at UM:** Fall: 1 credit Intro to Honors class called “Finding Your Path”.

**Emmaus Lunch Series:** a monthly gathering for lunch, learning and friendship. Hosted at Emmaus House.

**Preaching:** Please call for pulpit supply, a teaching event around young adults, environment, climate change, death penalty.

**Outreach Teams:** We are in our third year of having a 8-10 student outreach worship team. The past two years we have lead worship in 8 different congregations and are on track to do the same in the 2013-14 school year.

**A heartfelt thank you** to all of our supporting churches in the local Missoula area as well as throughout the Montana Synod. Thank you to the many individuals who have contributed time, food, furniture, and financial gifts this past year. Thank you also to our ecumenical partners; University Congregation and Holy Spirit Episcopal who continue to be a blessing to our ministry!

## **CHANCELLOR’S ANNUAL REPORT**

During 2014, acting as Chancellor, James Shuler provided advice to the Bishop concerning legal and canonical issues. At the Bishop’s request legal advice was provided to Diocesan staff, the Standing Committee, the Diocesan Council and several parishes within the Diocese. The areas of law addressed were property and insurance issues, employment law and mineral leases. Further, assistance was given to Diocesan staff concerning policy questions.

## **CHRISTIAN FORMATION ANNUAL REPORT**

**The Rev. Wren Blessing  
2014**



### **Committee Members:**

The diocesan Christian Formation Committee convened two meetings by phone in 2014. Committee members include: Mr. Tom Carlson, Ms. Gretchen Strohmaier, Ms. Cynthia Benkleman, and the Rev. Wren Blessing. All committee meetings are open to the input/participation of Christian formation ministers from across the diocese, and as we meet in 2015, we will intentionally invite those individuals to join our meetings.

In the fall of 2014, Dr. Jamie Sherman resigned her place on the Christian Formation committee because of increased work responsibilities.

In 2014, the diocesan Christian Formation committee worked to:

**(I) Provide opportunities for youth and adults to engage in fellowship, worship, and learning/reflection** through the following programs/activities:

a. In 2014, we held **two youth retreats**

1. March 14-16 in Dillon, MT at St. James – Dillon and Elkhorn Hot Springs (16 youth participants, 11 adult leaders)
2. October 10-12 in Billings at St. Luke’s – Billings. (16 youth participants and 9 adult leaders)

- b. In the fall of 2014, Wren worked with Holy Spirit parish to facilitate ongoing pastoral relationships with members of Camp Marshall’s staff through a monthly gathering called “**Open Doors.**” After our December, 2014 Christian Formation Committee meeting, we decided stop the Open Doors gathering because of travel distances and inconsistent attendance. Wren will pursue other modes of continuing in relationship with camp staff.

**(II) Encourage and strengthen Christian Formation ministries throughout the diocese** through the following programs/activities:

a. **Parish visits**

- January 11-12: St. Luke’s – Billings
- January 22: All Saint’s – Big Sky (Weds evening youth confirmation class)
- March 9 – St. James, Deer Lodge
- March 11: St. James – Lewistown (Day Camp planning)
- March 16: St. James – Dillon with youth retreat
- March 18: Lead visioning meeting for SS teachers at St. Peter’s – Helena
- April 17 (Maundy Thurs): Holy Spirit, Missoula
- April 6 – visit All Saint’s – Big Sky to promote camp.
- Weds April 2, Sunday, April 20: St. James - Deer Lodge (Sun morning visits and help engage after school program on Apr 2)
- April 27: St. Peter’s – Helena
- May 4: St. James - Bozeman

- May 11: Christ Church – Kalispell
- June 8: Holy Spirit, Missoula
- September 14: Trinity –Ennis and St. Paul’s – Virginia City (Sunday worship and afternoon meeting with folks interested in Christian Formation program)
- Nov. 16: St. Stephen’s – Billings
- Nov. 19 – Weds evening gathering with youth and lay ministers at St. James - Bozeman
- Dec. 7: St. Peter’s - Helena
- Dec. 14: Calvary – Red Lodge

**b. Safeguarding Trainings and Policy Reviews**

- i. Spring, 2014: Wren Blessing worked with chancellor to re-write a new Safeguarding Policy and update web content regarding policy. Policy was formally updated as of June, 2014 and is accessible here:  
<http://diomontana.com/safeguarding-gods-childrenpeople/policies-for-safeguarding-gods-people/>
- ii. In-person trainings provided in 2014:
  - April 3 – St. Peter’s – Helena (10 participants)
  - April 29 – before Clergy Conference begins (18 participants)
  - May 10 – Christ Church – Kalispell (8 participants)
  - October 10 – during convention (9 participants)

**c. Regular email updates to, and phone calls /slide presentations with lay and ordained Christian formation ministers.** The Christian Formation Committee recommended trying to do about 6 of these conference calls each year (rather than one every month).

January: “The Art of Testimony” (Christian Witness)

February: Prayer with Youth: Routines and Practices

March – Engaging Children/Youth in the Broad Scriptural Story

April – Studying Scripture with Children and Youth (Resource Sharing)

September – Christian Vocation

November – Models/Resources for Confirmation Preparation

December – Service and Self-Giving (postponed to February, 2015 because of low participation)

**d. Provide a lending library of Christian Formation resources for parish use.** Used 2014 budget funds (funds rolled over from 2013) to pay for resources that include:

- i. The Jesus Storybook Bible Curriculum (scanned and available for sharing)
- ii. A “Work of the People” video resource subscription
- iii. Sparkhouse

1. Echo the Story (sessions 1-6)
  2. Ancestors (OT & NT) DVDs and Leader Guide
  3. Re:form DVD and Leader Guide (based on the creed)
- (III.) Encourage Campus Ministry initiatives taking place throughout the diocese, including:**
- a. Regular conversations with Janelle Fuller, who is leading a campus ministry at Flathead Valley Community College,
  - b. Working to remain informed about and supportive of campus ministry initiatives at University of Montana and Montana State University.

As we enter 2015, it is a privilege to learn about and to support robust ministries of Christian Formation taking place around the diocese.

**COMMISSION ON MINISTRY  
REPORT FOR 2014  
The Very Rev. Stephen Brehe, Chair**

The Commission on Ministry is a body of advice to the Bishop for persons discerning a call to Holy Orders; it is charged with empowering and enhancing ministry in all its forms throughout the Diocese.

**June 6, 2014**

**Diocesan House, Helena MT**

- Recommended Lea Colvill of St. Peter's Cathedral to the Bishop for admission to Candidacy for priesthood.
- Recommended Steve DeHart of St. James, Dillon, to the Bishop for admission to Candidacy for the diaconate.
- Recommended the Rev. Deacon Janis Hansen of Christ Church, Sheridan, to the Bishop for admission to Postulancy for priesthood.
- Approved \$750 VIM continuing education grant to Nancy Cooper of Holy Spirit, Missoula, to attend the Association of Anglican Musicians annual conference.
- Approved a COM 2015 Budget to be submitted to Diocesan Council.
- Approved policy that seminary students take the Graduate Record Exam (GOE) during their senior year. The Diocese of Montana will fund the \$500 cost. One senior will take the GOE in 2014-2015. The Bishop and the COM will evaluate the use of the GOE during 2015 and make a recommendation for its regular administration at the 2016 Diocesan Convention.
- Approved the following changes to the Ministries Manuel, p. 29:  
*Strike item 5 and replace with the following:*  
\_\_\_ 5. *Demonstrates acceptable preparation and understanding of the five canonical areas for Deacons ([1] Holy Scripture, Theology, Tradition; [2] Diakonia and the Diaconate; [3] Human awareness and understanding; [4] Spiritual development and disciples; and [5] Practical training and experience. Evaluation by designated School of Deacon faculty members.*

*Strike item 7 and replace with the following:*

*\_\_\_ 7. Completion of DFME (Diaconal Formation Ministry Experience) Program with an accompanying written evaluation by the designated School of Deacons faculty member.*

- Expressed sorry at the death of Betty Olson and expressed condolences to Jon Olson as well as appreciation for his service on the COM.

**Dec. 14, 2014**

**Diocesan House, Helena MT**

- Welcomed new members to the COM: Terry Montgomery and Jim Kelley.
- Recommended Lea Colvill of St. Peter's Cathedral to the Bishop for Ordination as a transitional Deacon.
- Recommended the Rev. Deacon Janis Hansen of Christ Church, Sheridan, to the Bishop for Candidacy to the Priesthood.
- Recommended Steve Day of Miles City to the Bishop for admission to Postulancy for the priesthood.
- recommended Jim Jones of St. James, Dillon, to the Bishop for admission to Postulancy for the diaconate.
- Recommended Dorcie Dvarishkis of Holy Spirit, Missoula, to the Bishop for admission to Postulancy to the diaconate
- Recommended formation of a Discernment team for Gretchen Strohmaier of Holy Spirit, Missoula.
- Provisionally recommended Mary Alice Jones of St. James, Dillon, to the Bishop for Ordination as a Deacon [*Note: updated psychological report has been received by the Bishop*]
- Granted Janice Koch of St. Luke's, Billing \$750 VIM grant.
- Received thank you and report from Nancy Cooper of Holy Spirit, Missoula.

**COM Members**

- Chair: Very Rev. Stephen Brehe, 912 Stuart St., Helena MT 59601. 406.431.5134. Term 2017
- Rev. Louise Baker, PO Box 431, Bigfork, MT 59911. 406.849.5465. Term: 2017
- Rev. Pattiann Bennett, 200 Terning Drive W., Eureka MT 59917 406.297.7233. Term: 2018
- Barb Hoag, PO Box 417, McAllister, MT 59740. 406.682.4032. Term: 2015
- Rev. Jim Kelley, 3350 Keokuk St., Butte, MT 59701. 406.491.2332. Term: 2018
- Ven. Roxanne Klingensmith, 1715 South Black. Bozeman 59715. 406.587.2148. Term: 2015
- Terry Montgomery, 310 Walnut, Anaconda, MT 59711. 406.563.3845. Term 2018  
Ruth Ann Shuler, 3156 Holmberg, Helena MT 59602. 406.22

**2014 Congregational Development Committee**

**The Rev. Canon Clark Sherman, Chair**

The Congregational Development Committee continues to makes plans for reaching out to diocesan congregation with tools for church visioning, growth and wellness. In 2014 the

committee sponsored a limited tour by The Rev. Ed Rich on stewardship and church growth. Future workshops are envisioned. After conducting visioning work at Incarnation parish in Great Falls, the committee then began and continues work at St. Andrews in Polson and Trinity in Ennis/Jeffers. These strategic planning sessions are available to all diocesan congregations wishing to look to the future with intention. Committee members include: Dr. Mary Cavalier of Livingston, Mr. Rick Harden of Bozeman, Mary Beth and Scott Jourdonnais of Missoula, Daryl Todd of Bozeman, The Rev. Keith Axberg, Ennis/Jeffers and The Rev. Dr. Clark Sherman, Chair.

## **2014 REPORT TO THE EPISCOPAL DIOCESE FROM THE ARCHDEACON THE VENERABLE ROXANNE KLINGENSMITH**

I continue to be honored to hold the position of Archdeacon for the Episcopal Diocese of Montana. The Bishop and I completed 11 years together as of December 6, 2014. I still hold the memory of that day in December, 2003 when he phoned me to tell me he had appointed me to this position.

My role, since the day of the appointment, has been to support the Deacons in this diocese, to work diligently to create 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. All of this work has been extremely gratifying and full of blessings. I note one blessing, in particular—that would be the on-going support of Bishop Brookhart in all the endeavors I have been engaged in over these last 10 years. I am grateful for his counsel, his willingness to grow with me in doing the business of the Diaconate and his faith in this Order to which I am so very proud to be called.

I also am blessed by the Deacons in this Diocese who so faithfully serve 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, being present to those who do the hard work in law enforcement, facilitating the School for Deacons, 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.

Just who are these people? They are The Reverends: Doug & Judy Anderson & Myrna Chaney—Holy Spirit, Missoula; Connie Campbell, St. James (ordained May, 2014), Bozeman; Marcia Lauzon, Incarnation, Great Falls (ordained May, 2014) ; Donna Gleaves, Rick Johnson & John Moran, St. Peters Cathedral, Helena; Gretchen Knapp, St. Stephens, Billings; Janis Hanson, Christ Church, Sheridan.

Those currently in the School for Deacons include: Sharman Brown, Aspirant, St. Patrick's, Big Fork; Janet Morgenstern, Aspirant, St. Luke's, Billings; Steve DeHart, Candidate, St. James, Dillon; Dorcie Dvarishkis, Postulant, Holy Spirit, Missoula.

Those remaining in the process, those who have completed the School for Deacons include: Mary Alice Jones, Candidate for Ordination, St. James, Dillon and Jim Jones, Postulant, St. James, Dillon.

Retirees, Jan Knox, Sheridan, and John Board, Helena, are still considered to be a part of our community. I remain grateful to them for their years of service.

To put it mildly, I would love to have a Deacon in each parish in the Diocese---perhaps an outrageous goal BUT one I would love to achieve during my tenure as Archdeacon.

In this report, I cannot afford to miss an opportunity to ask for your help in looking for a Deacon in the midst of your congregation---if you think you see one, let me know-- (telephone number and e-mail address is on the Clergy List). I will be happy to share the possibility of a call with them, share the passion I have for this Order I so dearly love.

Faithfully in the Name of Jesus,

The Venerable Roxanne Klingensmith, Archdeacon

### **ECUMENICAL REPORT**

#### **The Rev. Valerie Webster**

As the Ecumenical Officer for the Diocese of MT, The Rev. Valerie Webster's primary focus has been participating in MAC, the Montana Association of Christians formerly, the Montana Association of Churches. The MAC Task Force, working with judicatory heads and ecumenical officers from member churches, re-wrote its by-laws. At the 41<sup>st</sup> MAC Annual Assembly October 26-28, 2014, a quorum of judicatory heads and ecumenical officers unanimously voted to adopt the new bylaws along with the new name. Bishop Brookhart fully supported this evolution of MAC from a more hierarchical model focused on researching and writing position papers the affiliated Christian Churches agreed upon, to a grass roots model of acting upon the MAC's position papers (see the MAC website [mac@montana-churches.net](http://mac@montana-churches.net)) to empower a progressive Christian voice in the legislature and to provide venues for building and promoting social justice, hands-on ecumenical ministries.

MAC is now called the Montana Association of Christians (1) to re-appropriate the term "Christian" and (2) to make visible MAC's invitation to all individuals, congregations, non-profit organizations or denomination units that can agree with the following covenant, mission, and values to join.

1. **Our Covenant:** We covenant as ecclesiastical judicatories, congregations, non-profit organizations, and individuals in Montana to make visible our unity if Jesus.
2. **Our mission:** We are called together by God to
  - a. Pray together as one
  - b. Be present in our state's broken places
  - c. Walk in the freedom and openness of the Holy Spirit.
3. **Our Values:** faith, unity, justice, and compassion.

Readers of this diocesan annual report – individuals and churches – are invited to become dues paying (modest contribution) members of MAC (see the MAC website [mac@montana-churches.net](mailto:mac@montana-churches.net)). Member denominations of MAC include: American Baptist Churches of the Northwest; Christian Church (Disciples of Christ) in Montana; Episcopal Diocese of Montana; Evangelical Lutheran Church in America Montana Synod; Presbyterian Church (USA) Glacier Presbytery, Presbyterian Church (USA) Yellowstone Presbytery; United Church of Christ Montana/Northern Wyoming conference; and United Methodist Church Yellowstone Conference.

At the 41<sup>st</sup> MAC Annual Assembly 2014, The Rev. Valerie Webster was unanimously voted President Elect of MAC, and will become President after the 42<sup>nd</sup> MAC Annual Assembly October 23-24<sup>th</sup> 2015. Deacon Marcia Lauzon was designated the Diocese of Montana's ecumenical officer to MAC when Pr. Valerie joined the MAC executive council.

The Rev. Valerie Webster met with The Rev. Margaret Rose, Ecumenical and Interreligious Deputy of the Presiding Bishop at The Episcopal Church, 815 Second Avenue, New York, NY, in November 2014.

## **FINANCE DEPARTMENT**

The Finance Department is a committee that reports to the Diocesan Council. The main responsibilities are to create a budget to give to Council and to review grant requests. In the budgeting process Finance Department meets to establish a budget which is then sent to Council for approval. After the budget has been approved the committee chairs, having determined their own needs, have met as a group to divide the program budget funds. 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 our committee are Ginnie Lane, Carl Thomas, Martha Winford, The Rev. Rick Johnson, Kathy Thomas, Doris Gerstner, The Rev. Stephen Yurosko and The Rev. Keith Axburg. Kathy Thomas serves as our secretary. Barb Hagen is the liaison with the diocesan office.

Respectfully submitted,

Martha Winford  
Diocesan Treasurer

## **FOUNDATION BOARD**

The Foundation Board consists of members who are elected for 3 years terms at the annual Diocesan Convention. Meetings are held quarterly with Dean Nelson and Brandon Costley from RBC Wealth Management to review the portfolio. With the advice of Dean and Brandon,

decisions are made to change asset managers or do add different asset classes, or to continue with the current funds and their managers.

Members of the committee include The Rt. Rev. Franklin Brookhart, Chancellor Jim Shuler, Council Vice President Joan Grant, Standing Committee President Terri Grotzinger, Secretary Barb Hagen, Diocesan Treasurer Martha Winford, The Rev. Rick Johnson, The Rev. Glen Gleaves, Michael Moffitt and Don Gimbel.

Respectfully submitted,

Martha Winford  
Diocesan Treasurer

### **STANDING COMMITTEE REPORT**

The Rev. Terri Grotzinger, President

The standing committee met 5 times in 2014: April 3, July 22, August 21, September 17, and December 15. The Standing committee provides advice to the bishop and most of their work is of a confidential or sensitive nature.

The members in 2014 were:

The Rev. Terri Ann Grotzinger, Mr. Rick Harden, Ms. Janet Morgenstern (Secretary), The Rev. Canon Clark Sherman, Mr. Lee Stadtmiller (President), and The Rev. John Toles.

### **UTO (UNITED THANK OFFERING)**

#### **Report for 2014**

There were no set dates for Spring and Fall Ingatherings in our Diocese. The coordinator was not able to have effective communication with the parishes due to educational obligations. Several churches did hold ingatherings and funds were sent to the national church.

Plans for 2015 include more communication with the parishes; forwarding of information from our Province VI coordinator and set dates for ingatherings with reporting of funds sent to the national church.

Respectfully submitted:

Sandra L. Williams  
Diocesan UTO Coordinator

### **STAFF REPORTS ADMINISTRATIVE ASSISTANT**

Jill Sallin



I can't believe another year has come to a close! 2014 has been filled with many blessings and great moments. Below are some of the highlights from 2014 that have become great memories.

In March was the Spring Retreat for youth in Dillon. I drove one of the vans full of teenage youth which included 3 high school boys and one girl. We all had a great time helping Rev. Harry Neeley with the wood bank and the youth helped deliver two loads of wood to the community.

April also brought a new opportunity which was my first experience of staying at Camp Marshall during Clergy Conference. I truly enjoyed helping Julie in the kitchen preparing meals for the clergy. Camp Marshall is truly a magnificent place and I look forward to spending time there again.

In August, Bishop Gallagher joined our staff. Her arrival date came earlier than we expected so the day before I was to leave to see my son at Camp Lejeune, I emptied out my office so Bishop Gallagher would have a private space. When I returned from North Carolina, Bishop Gallagher and I started the search for an apartment for her. We looked at a few during her stay but no success. After Bishop Gallagher left, I continued the search and finally found the perfect studio. Since Bishop Gallagher was in China for the House of Bishops Meeting, I took a leap of faith that she would like it and secured the apartment for her. It has turned out to be a great fit for her.

Due to St. Luke's in Libby closing, Barb and I drove to Libby the end of September to bring back all the records and church items. We rented a van but once we arrived, we realized that the van was not going to be big enough to haul everything back to the Helena office. Therefore, we rented an U-Haul which I was extremely excited about; I love driving them. (I think I should have been a truck driver). One of the church items, we needed to bring back was a granite baptismal font. It came apart in 3 pieces and each piece was extremely heavy; however the two of us with God's help was able to find enough strength to get it loaded in the U-Haul.

Also in September, I started handling all business related interactions for Camp Marshall which includes scheduling and invoicing for rentals. Julie continues to provide the hospitality at Camp.

In October of course, I attended my second convention. It is always great to see everybody together. We rented a van so I could bring the church items from Libby and 3 teenage boys for the Fall Youth Retreat with me. You have not lived until you traveled with 3 high school boys. The conversations you listen to are priceless and so entertaining.

November was the first month of the Diocesan Newsletter and I have greatly enjoyed putting that together each month. It is always exciting to see what is happening around the Diocese. The first month the newsletter went international! I use mail chimp and I created a list of my contacts thinking it would be the 200 contacts in my address book. However, when I said okay, it sent it to 900 people which included every Bishop around the world. I even got a reply from one of the Bishops in Italy saying how nice it was to hear what was happening in the

Diocese of Montana. I have since changed my contact list and the newsletter is now just distributed across Montana.

In December, I worked with The Rev. Connie Campbell and I have created a page for Deacons on the diocesan website. It has sections where you can learn more about all our deacons across the state, and meet the current class and faculty for the school of deacons.

Throughout 2014, every month, I continue to assist Wren Blessing with Safeguarding, by monitoring who has taken classes, creating certificates, and making sure background checks are completed. I also monitor lay licenses and create licenses for the Bishop's signature. I create the cycle of prayer and keep the Bishop's calendar up to date. I continue to assist with the Capital Campaign when needed. I assist with setting up conference calls for Standing Committee and Commission on Ministry meetings and making sure lunch is provided.

2014 ended with the amazing blessing of my first grandchild, Rowenna Rae Buff born on December 31st.

## **CAMP MARSHAL FACILITY ANNUAL REPORT**

**From the Site Manager  
Julie Sisler**

Introduction: 2014 has been a good year with lots of positive change, or plans of change. We have made important strides towards making the facility a safer, more manageable place.

January: In January, I knew that I was going to have knee surgery on the 15th. I spent much of early January prepping facility so that it would be easier for someone to come and fill in for me who wasn't overly familiar with the intricacies of camp. After a long search, I identified and hired a neighbor who could fill in for me in the kitchen during my recovery.

February: In February, we received two shipments of new mattresses!! The replacement mattresses had been an urgent priority for the camp since I first started in 2007. Due to other facility matters, the mattresses always managed to get deferred to "next" year. I am so grateful for the new mattresses. The old ones were shameful and hard to justify to visitors.

We need to send out special thanks to Janelle Fuller, Hillary Willett and Kenton Sisler who assisted me in dragging 100 filthy mattresses to the landfill and putting 100 washable mattresses back into the bunks. I did some of that task alone, but it was slow, grueling work on crutches.

We also began rental group season. I continued to do the menus and food orders while our cook did the cooking and cleaning for the groups. There will be a summary of rental group numbers later in this report.

March: March continued on much as February. I found myself able to do more and more around camp. Towards the end of the month, our cook informed me that the demands of the

job were more than she could handle and we parted ways very amicably at the end of the month. Fortunately, I was healed up enough to do most of the work with the assistance of my family.

April: April proved to be an incredibly busy month. There were lots of rental groups, and Clergy Conference as usual. I also met with Culligan Water to get a bid for a camp-wide water softener. Hard water deposits have plagued the camp for a long time, but the problem seems to be escalating. Some equipment in the kitchen needs to be de-limed every week, if not more frequently. The bid was for approximately \$4,000. The project has been slated for the 2015 budget year.

Labor of Love was quite productive. We cut and split firewood, cleaned all the nooks and crannies of camp, and got buildings and fixtures ready for use in June.

May: Much of May was consumed with rental groups and prep for summer camp. I received a green light to proceed with having a septic-holding-tank installed at the Bishop's Trailer. I acquired the requisite permits and paperwork from contractors. The tank was installed in early June. This was a much appreciated improvement.

In late May, I drove to Anaconda to pick up our summer head cook so that he could begin training.

June: June, as usual was busy. In addition to staff training, lifeguard training, and the never-ending mowing, my oldest son, Cash, graduated from high school and left to go for higher education. This required me to miss parts of staff training due to family demands. I am ever grateful to Rev. Blessing and the rest of the staff who filled in the gaps of my absence.

Just as staff training was ending, and prior to our first camp, the camp boat stopped running. It had been taken out for a fishing trip. It was turned off to fish, and would not start. Mark Clemow and I spend HOURS over the next two weeks trying everything to identify and fix the problem. We also enlisted a neighbor of camp, Martin Sago to put in expertise. In the end, we pulled the boat out and took it to Profection Boat Repair. While the camp truck is able to move the boat in and out of the water, it is inadequate and unsafe to move the boat down Highway 93, particularly up and down Jette Hill. We borrow a large ¾ ton towing truck from a friend, not closely affiliated with the camp, (Debbie McGuinness) to move the boat. It is an ordeal. This explains why we make every effort to work on the boat on site, rather than take it to a shop.

July: July was busy as usual. We eventually got the boat running and enjoyed it for about 3 and-a-half weeks. Again, the boat mysteriously stopped working while on the water and loaded with fishers. I decided that we had spent enough money on boat repairs for one year, so we just pulled the boat out of the water. I decided to have the boat worked on in October when boat shop rates are lower. This was a disappointment to many. A result of this experience it that there will be most likely only two boat drivers for any given camp season. These drivers will be highly trained.

Towards the end of July, morale in the kitchen began to drop. I gave lots of support to the

kitchen staff. I helped resolve conflicts and negotiate peace treaties. We managed to keep our staff intact to the end of the season, but it was a struggle. The kitchen staff was particularly young this year, but this is not necessarily a true indicator of success. My experience has been that some years are good in the kitchen, and some are difficult. This summer leaned toward difficult.

August: We wrapped up summer camp season and were well-prepared for rental season to begin. MCT arrived and had a fabulous stay. The only question that arose out of MCT was whether or not the camp should be obligated to provide items such as “meatless” sausage to vegetarians who rent camp. These items are typically expensive and way out of our budget. It is a common issue for Episcopal Camps. The one solution that I have read about that seems viable is to have a surcharge for vegetarians and perhaps people with other expensive dietary issues. It is a problem we need to resolve within the next few months.

I was gone for Alumni Camp. My understanding is that we had some ups and downs in the kitchen, but the facility managed to hold itself together in my absence. The staff did a good job cleaning up afterwards. I was able to manage the things that were forgotten.

Camp Marshall hosted a wedding in late August. We rarely host weddings for a variety of reasons, but this wedding worked out well. The groom was a guest from MCT (Missoula Children’s Theater) several years ago and chose Camp Marshall as his favorite place to get married because his time here meant so much to him.

September: Rental groups proceeded smoothly through September. There were no major facility issues. I went to Helena to meet with the Diocesan staff. We discussed my new job description and changed the way contracts and billing would be handled for rental groups. Most of the changes, I think, will be good in the long run.

Our neighbor, Martin Sago, once again assisted us greatly. The dishwasher (a HIGHLY prized tool) began to leak earnestly in July. I tried to disassemble the motor to replace a ring, but the motor was rusted on to the pump. Martin and I eventually got it repaired, but it was a much larger job than I anticipated.

October: Rental groups, again went smoothly. We had one group cancel rather late: TGRC. They typically rent the camp multiple times over the course of the year. I am not sure if they are going to move to another location for their camp, or if they will continue to rent Camp Marshall. I believe it is a noble job that they do, and feel good about supporting them. But if they decide to move on, I would be glad to have Episcopal groups use the camp during those weekends.

I attended convention in Billings and staff retreat in Virginia City. Thank you to the clergy and laity in both those locales for hosting nice events. I particularly enjoyed helping shuttle kids around for the youth event.

Towards the middle of October, I began earnestly winterizing the camp. I am grateful that I did, since November has been devilishly cold.

In November, I have had two rental groups. Both went very well. It has been cold, so far the camp is holding together. I have also begun developing forms and procedures for detailing rental group counts.

This winter I am tasked with writing manuals and procedures for the camp. We will be purchasing a new computer early in the next budget year to help with this endeavor. We are also going to purchase a scanner to help me keep track of receipts.

December has been quiet. The Pachyderm club had their annual Christmas dinner. I continued to provide security for the camp by escorting visitors and trespassers on and off camp. December has also been quite snowy. The lodge has not collapsed from the weight of the snow yet. I will continue to monitor the cracks in the ceiling and may shovel snow off the roof if it continues to pile up.

Rental Groups by the Number:  
Total Rental Group Lodger Nights: 1757  
Total Rental Group Meals: 2650

The following is a list of rental groups, and their primary purpose for retreating at Camp Marshall:

ACTR/TGRC Board Retreat Bereavement Therapy
UM Advocates Team Building
Rusti Leivestad Quilting
Plains Piecers Quilting
Butte Central Senior Trip/Healing
Loyola Sacred Heart Senior Trip/Healing
Joy Retreat Spiritual Renewal
Clergy Conference Spiritual Education/Fellowship
Cabin Fever Quilters-Episcopal Quilting for Grace Camp
Teakettle Quilt Guild

Quilting
TGRC/ACTR Bereavement Therapy
MCT (Missoula Children's Theater) Children's Drama Camp
Camporee AA
Episcopal Women Retreat Spiritual Renewal
Holy Spirit Women Retreat Spiritual Renewal
Christ Church Episcopal Spiritual Renewal
Fiber Arts Guild Spinning/Knitting, etc.
Cabin Fever Superior Quilting
Rusti Leivestad Quilting

Summer Camp Meals: 7044

Thank you to all who love and support Camp Marshall in so many ways.

Sincerely,

Julie Sisler



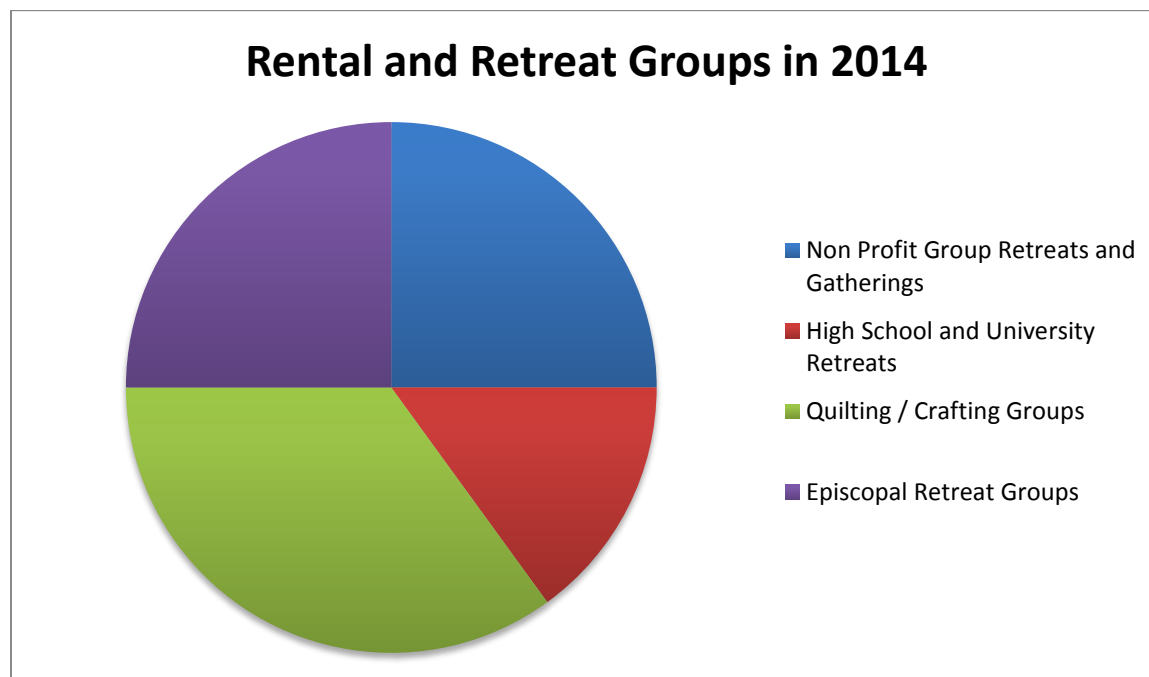
The Episcopal Diocese of Montana The Rev. Wren Blessing

Annual Report 2014

At Camp Marshall, children, youth, and adults are invited into life shaped by God's good gifts. In 2014, we welcomed more than 1,200 people to Camp Marshall for retreats, group rentals, and for summer camp.

### **Who comes to camp?**

Camp Marshall extends hospitality to groups from across the state of Montana, and is a place set apart for retreat, reflection, and worship. We invite Episcopal groups to rent our space, but also extend hospitality to parish groups from other denominations, to school groups, and to non-profit groups. In 2014, we even hosted a wedding at Camp Marshall! Rental and retreat groups provide a steady income source for Camp Marshall, and allow us to steward the camp well by sharing it with groups who seek a hospitable setting for retreat and reflection. See the Site Manager's report for a list of the 19 groups that rented Camp Marshall in 2014.



### **Communication and Record Keeping:**

In 2014, staff from the Diocesan office partnered with Camp Marshall staff to develop regular avenues of communication and record keeping. Over the course of the year, Ms. Jill Sallin has provided tremendous administrative support for summer camp, and now handles communications with and invoicing for rental groups. Together, we established the following communication and record-keeping systems:

- updated rental scheduling and invoicing systems
- a monthly e-mail newsletter

- a camp blog that is connected to the diocesan website
- regular updates to Camp Marshall web content on the diocesan website
- regular Facebook updates (including sharing photos each week for camp parents)
- a donor database
- an alumni database
- an alumni newsletter
- online registration and electronically accessible summer camp record-keeping

Canon Barb Hagen and Ms. Jill Sallin provide daily administrative and record-keeping support for Camp Marshall.

### **Summer Camp:**

Our summer camp theme in 2014 was ‘Benediction.’ We gathered daily for morning chapel and evening compline during each of our summer sessions, scheduled from June 15 – July 26, 2014. When we gathered for worship, we prayed the benediction from Hebrews 13:20:

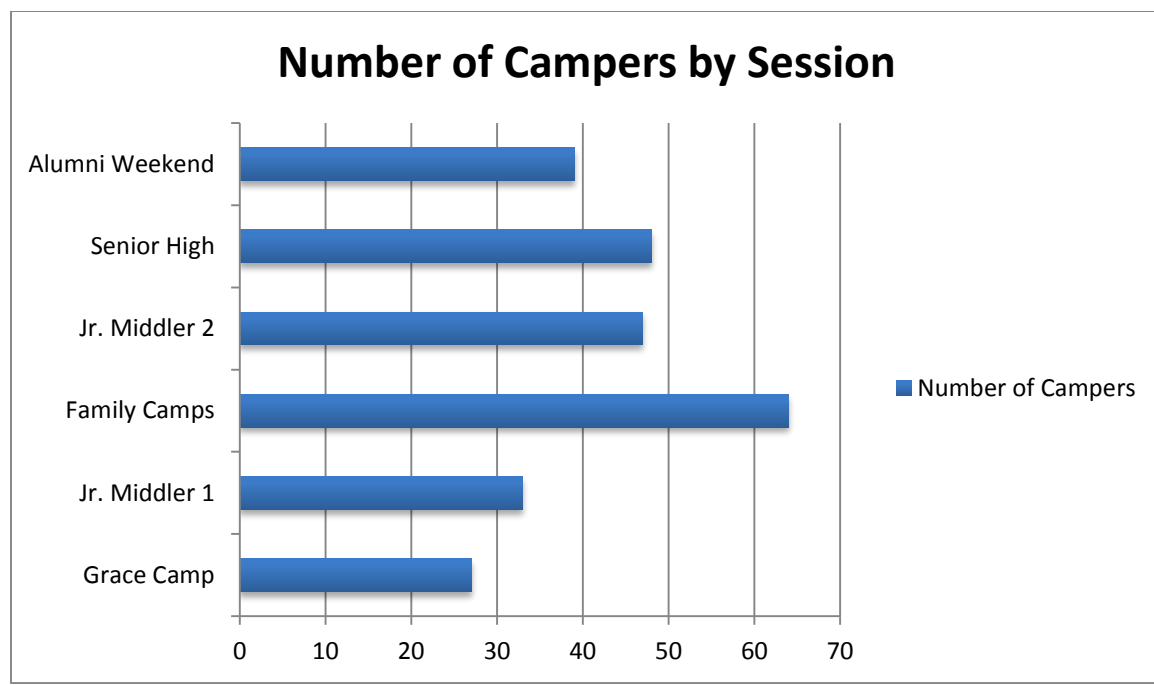
“Now may the God of peace, who brought back from the dead our Lord Jesus, the great shepherd of the sheep, by the blood of the eternal covenant, make you complete in everything good so that you may do his will, working among us that which is pleasing in his sight, through Jesus Christ, to whom be the glory forever and ever. Amen.”

During each camp session, we focused our teaching and learning on a single set of selected Scriptures which included excerpts from the “I am” statements of John’s gospel.

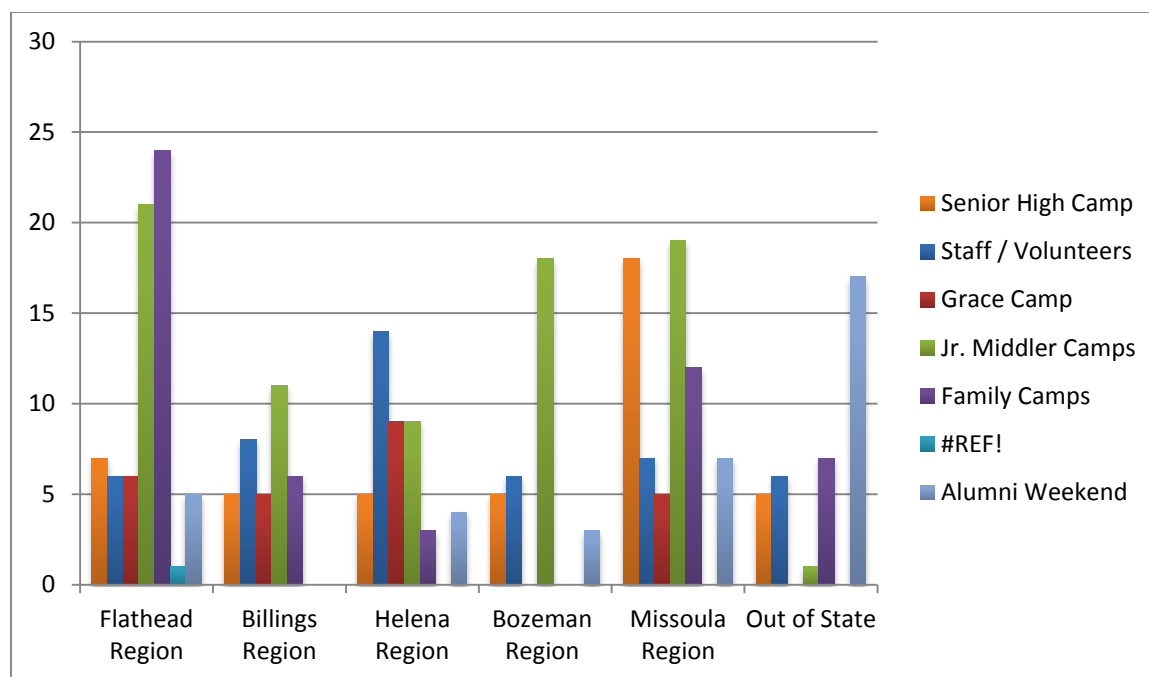
<b>Camp Session</b>	<b>Staff</b>	<b>Volunteers/Chaplains</b>	<b>Campers</b>
Staff Training June 3-14	27	1	-
Grace Camp June 15-20 12 campers attended Grace Camp for the first time in 2014	25	7	26
Junior Middler I June 22-28	25	1	33
Family Camp I June 29-July 5	20	1	21 came for all or part of the week
Junior Middler II July 6-12	25	5	45
Family Camp II July 13-19	18	1	39 came to part or all of the week
Day Camp – Lewistown June 29-July 4	5	-	44



Senior High July 20-26	24	4	48
Alumni Weekend August 15-17	8	1	46 alumni were present for one or more days
Day Camp – Whitefish (2 weeks) August 3-8, 10-15	4	--	41 kids came to one or both weeks
<b>Total campers</b>	<b>343</b>		



**Our campers are from....**



### **Program Offerings:**

In 2014, we facilitated the following program offerings:

- photography and videography (media arts)
- dance
- arts & crafts
- music
- kayaking
- swimming
- fishing
- Wild Horse Island outings
- archery
- field games/obstacle courses
- challenge course initiatives

A music video from the summer may be accessed at the following link:

<https://www.youtube.com/watch?v=NaRv-tfBWbw>

**Life Together Time (LTT):** Each afternoon during our summer sessions, counselors led small groups of campers in Life Together Time (LTT). LTT groups engaged in activities in which they worked to live out and reflect on the day's scripture teaching together, and counselors practiced leading group reflection and prayer.

**Chaplains:**

The following individuals served as camp chaplains during the summer of 2014: The Rev. Dr. John Toles and Ms. Janie Koch, The Rev. Steven Yurosko, The Rev. Joan Grant, The Rev. Terri Grotzinger, The Rev. Doug Anderson, The Rev. Judy Anderson, The Rt. Rev. C. Franklin Brookhart, The Very Rev. Steve Brehe, The Rev. Canon Clark Sherman.

**Facilities/ Site Improvements:**

In 2014, we were grateful to undertake the following facilities improvements at Camp Marshall.

- 99 new mattresses were put into cabins and other camp buildings.
- a septic holding tank was installed at the Bishop's trailer.
- electrical repairs were made to our well pump
- we received bids for a water softening system, and plan to install a water softening system in 2015.

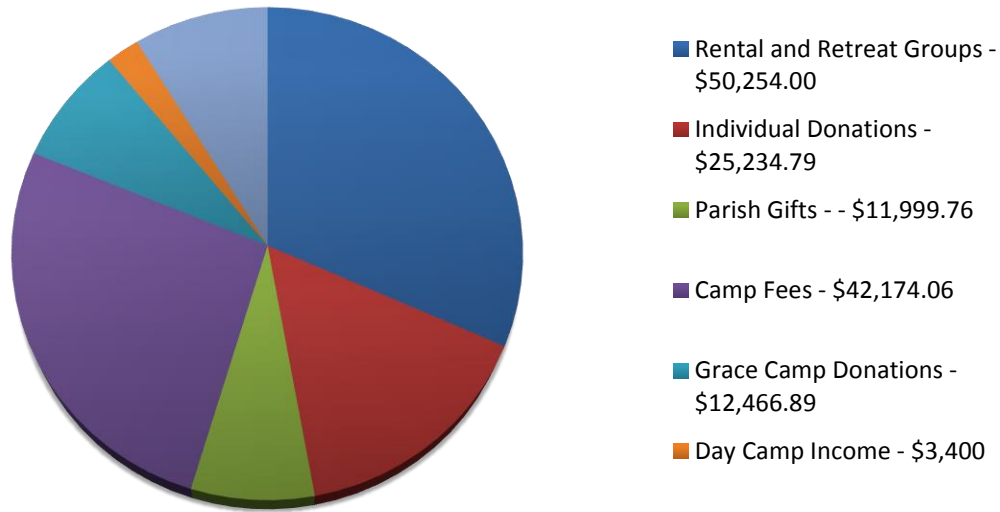
See the Site Manager's report for an in-depth discussion of facilities improvements.

**Fundraising:**

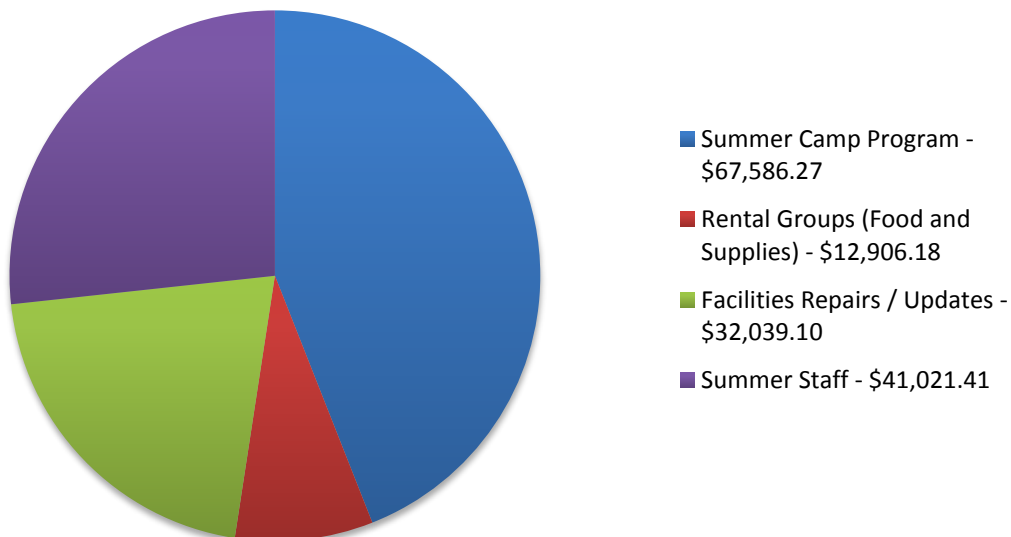
Camp Marshall closed the year having raised \$148,015.07 in income, through rental income, summer camp fees, and through parish and individual donor gifts. Our expenses exceeded our 2014 income by \$5,537.89, though we received a stock gift valued at \$4,653.50 and \$522.85 designated to the camp endowment that are not represented in our 2014 income.

We also raised and spent \$10,864.72 for new mattresses in 2014, and that income and expense is not represented in our 2014 budget because it is for a special project.

## Income Sources



## Expenses



### **Volunteer Engagement:**

During our “Labor of Love” volunteer weekend, more than 25 volunteers spent time splitting firewood, raking the camp grounds, cleaning buildings, and organizing files. Twelve individuals volunteered as counselors or kitchen helpers during various summer camp sessions. Throughout the summer, we welcomed “Camp Angel” volunteer groups who worked alongside

summer camp staff to sanitize each camp building at the end of each summer camp session. We are grateful for the generosity and commitment of the volunteers who serve with us each summer.

### **Exploring a Capital Campaign:**

The Rt. Rev. C. Franklin Brookhart convened a group of individuals in May, 2014 to begin a process of discerning whether The Episcopal Diocese of Montana and Camp Marshall will embark on a capital campaign. The group created a brochure (<http://diomontana.com/wp-content/uploads/sites/38/2014/06/167772-Bros.pdf>) to share information about a potential campaign, and distributed a survey, results of which may be found here (<http://diomontana.com/camp-marshall/exploring-capital-campaign/>). The committee continues to meet as we enter 2015.

Members of the discernment committee are:

Ms. Sue Fornabai (Episcopal Church Foundation Consultant)

Mr. Manny Hoag (Chair; Trinity, Ennis)

Ms. Nancy Reuter (St. Luke's, Billings)

The Rt. Rev. C. Franklin Brookhart

Ms. Janelle Fuller (Christ Church, Kalispell)

The Rev. Tim Ljunggren (Communications Chair; Incarnation, Great Falls)

Ms. Gretchen Strohmaier (Holy Spirit, Missoula)

Dr. Jim Reeves (Incarnation, Great Falls)

Ms. Julie Sisler (Camp Marshall's Site Manager)

The Rev. Canon Wren Blessing (Camp Director)

### **Concluding Thoughts:**

It is a privilege to direct Camp Marshall, a sacred space where people of all ages take time apart to open their lives to deeper relationships with God and neighbor. At the end of 2014, I give thanks for the commitment of donors, volunteers, and employees of Camp Marshall, whose generosity sustains our shared ministry. As camp director, it is a tremendous privilege to hire and work alongside our summer staff, as well as with Site Manager Julie Sisler, and with Canon Barb Hagen, Ms. Jill Sallin, and Bishop Gallagher and Bishop Brookhart. As we

look toward 2015, we plan to build on a foundation of excellence by expanding donor, volunteer, and alumni support, seeking American Camp Association accreditation, and by inviting campers and retreat groups from diverse backgrounds to come to Camp Marshall to share in life shaped by God's good gifts.

Thank you for the honor it is to share in Camp Marshall's ministry.

"Now may the God of peace, who brought back from the dead our Lord Jesus, the great shepherd of the sheep, by the blood of the eternal covenant, make you complete in everything good so that you may do his will, working among us that which is pleasing in his sight, through Jesus Christ, to whom be the glory forever and ever. Amen."

In Christ's service,

The Rev. Wren Blessing

## **CANON TO THE ORDINARY**

Annual Report for 2014

The Rev. Canon J. Christopher Roberts  
Canon to the Ordinary

I have continued to serve in the year 2014 as Canon to the Ordinary for Bishop Brookhart. This 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 Diocesan Office I have at St. Paul's Virginia City 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.

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

### **Diocesan Deployment Officer and Officer of Transitional Ministry:**

I have worked this year as Bishop Brookhart'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 Search and Call Processes as well as in the arrangement of more formal Supply arrangements in several cases. I have made and kept regular contact with, done the training of and provided regular support for Search Committees and their Chairs as well as Vestries. I have done all of the initial background checking with Dioceses and References for potential candidates. This involves both email and phone contacts on all potential candidates. I have made email contact with all potential candidates and have had at least one 1 hour plus direct phone conversation with anyone interested in a position in Montana. I have gathered all material necessary for Bishop Brookhart to make a final decision

regarding the viability of candidates to serve in Montana. Once potential clergy candidate's names and documents have gone to Congregations, I have continued to support the search committees and the potential candidates. I have endeavored to make this as efficient, yet "person friendly," a process as possible. I have also sought to find good candidates for the good congregations I am seeking to support.

As a part of this work I have entered congregational materials into the National Office of Transition Ministry computer system and have supported many of our clergy in updating their entries there.

This is a great state and we have strong and special congregations and very gifted and committed Clergy. It is an honor to work with and for each of them. I have been a recruiter and advocate nationally for our ministry and our congregations.

### **Ordination Officer**

As Diocesan Ordination Officer, I file an annual report with the National Church, manage all transfers of clergy letters, in and out of our diocese, and manage all ordination files.

### **Management of Ordination Track**

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 the individuals, their clergy and occasionally their congregations.

### **Management of all Diocesan Confidential Files and Clergy Background Checks**

All confidential 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 and Laity Background Checks.

### **Congregational Support and Visits**

A part of my work commitment includes informal as well as formal visits and Services at diocesan congregations and diocesan meetings (including COM and some of the Clerical Deanery meetings). As a part of my work, I have celebrated HE and Preached many times this year. I have attended and participated in the leadership and/or planning of all scheduled Ministry Skill Events and also provided support for the management of the annual clergy conference. Another dimension of my Congregational support has been the leadership of Mutual Ministry Leadership reviews and guidance of Congregational Visioning Processes.

### **Priest Support**

In addition to the responsibilities previously mentioned I have helped plan organize clergy Title IV Training events and regularly worked with and updated the Approved Supply Clergy list. I have also provided much office support in the updating of Safeguarding work. I particularly enjoy the time I have working with and providing ministry support for our Diocesan Clergy.

## **Miscellaneous**

Much of my work involves regular participation in Diocesan Staff planning and worship. It also involves support by phone and email to the many spontaneous needs that arise for clergy and congregations. Most importantly, I seek to assist and support Bishop Brookhart in the guidance and empowerment of ministry in this Diocese.

It has been my pleasure and honor to serve Bishop Brookhart and this Diocese for the last 12 months of the year 2014.

The Rev. Canon J. Christopher Roberts  
January 2, 2015

## **CANON FOR FINANCE & ADMINISTRATION**

Barb Hagen

### ***Diocesan Staff Report – 2014***

I offered a few different training options in 2014. Beth Baker and I again hosted training for year-end payroll tax forms in early January and six people attended via GoToMeeting. The Ministry Skills workshops scheduled for February had to be cancelled but I led a new treasurer's training via GoToMeeting in March and three people attended. I led a session for Episcopal Relief & Development Parish reps using GoToMeeting and one person attended and I also coordinated open enrollment meetings for the health insurance and three people attended those sessions.

At convention this year, we offered four options for training (Title IV, Safeguarding God's children, Episcopal Relief & Development disaster preparedness and All of God's Children (anti-racism) training.) I coordinated those sessions in addition to handling many details of convention and leading the new delegates briefing and budget meeting in the afternoon prior to the opening of convention.

I staff five Finance meetings, four Council meetings, and four Foundation board meetings each year as well. All of those committees work hard and take their work very seriously.

We nominated St. James in Dillon for a Serve Montana award in 2013 and they received the award from the governor's office in a ceremony at the capitol in February 2014. The good people of St. James graciously invited me to the ceremony at the capitol and the lunch at the governor's mansion. It was a pleasure to be there and to share in their joy.

In April, I attended the Benefits Partnership conference at Kanuga (in Hendersonville, NC). It is always a worthwhile conference and we learn about the trends in health care, insurance, the affordable care act etc. We also had a session on the other types of insurance – liability, directors and officers, etc. The conference focuses on wellness in addition to the nuts and bolts of current insurance issues and trends. This year we were given a journal to record five items each day that we are grateful for. I have continued that practice throughout the year and have found it to be very helpful.



In May, I attended the Episcopal Relief & Development network meeting in Atlanta and helped lead the new coordinators workshop. We discussed the 75<sup>th</sup> anniversary of Episcopal Relief & Development throughout the conference weekend. The anniversary is in 2015 but we began celebrating in September 2014 so we will have 75 weeks of celebration.

I spent time in August and September working with St. Luke's in Libby as they closed. Jill and I rented a U-Haul and helped them clean out the church and hauled a number of old files and other items to the diocesan office. I also sorted, cleared out and shredded old files as needed. It is a painful process when a church closes. We hauled many items from St. Luke's and from Holy Cross (Billings) to convention to try to find new homes for them. Almost all of the items ended up in other churches and will continue to facilitate ministry in Montana.

I again coordinated diocesan convention. I did a lot of work on the website and worked closely with the convention coordinator. I met with the 2015 planning group in Missoula in November 2014. Plans for next year are well underway!

In keeping with my gratitude practice for this year, the five items I am most grateful for in the diocese are:

1. The ministry of and opportunity to serve with: Bishop Brookhart, Canon Chris Roberts, Jill Sallin, Canon Wren Blessing, Julie Sisler and Bishop Gallagher – they are dedicated, prayerful and wise. I also appreciate their humor and the joy they bring to each day for me.
2. Our clergy – we have some gifted and talented priests, deacons, and bishops in our diocese. They serve in more ways than most people will ever realize.
3. The laity who serve tirelessly and in thankless jobs (especially the treasurers).
4. Everyone who serve on diocesan committees or boards. We expect much from them and they rise to the challenge!
5. The Parish reps who serve Episcopal Relief & Development – their creativity continues to amaze me!

Faithfully,

Barb Hagen  
Canon for Finance & Administration

## Vital Statistics of Congregations and Missions

Year in parenthesis is last year of filing if not 2014

City	Congregation	Active Members	Communicants in Good Standing	Others	Average Sunday Attendance	Sunday Eucharists	Baptisms 16 years and Older	Baptisms Under 16 Years	Confirmed or Received
Absarokee	St Paul's of the Stillwater Episcopal	44	39	0	7	12	0	0	0
Anaconda	St Marks-Pintler Cluster	22	22	0	9	0	0	0	0
Big Sky	All Saints in Big Sky	78	78	124	66	62	0	2	0
Big Timber	St Mark's Episcopal Church	80	60	10	12	49	0	0	0
Bigfork	St Patrick's Episcopal Church	96	50	1	37	51	0	0	0
Billings	St Luke's Episcopal Church	264	264	2	82	90	0	6	0
Billings	St Stephens Church	323	250	2	99	155	0	1	0
Bozeman	St James Episcopal Church	542	542	50	180	140	1	11	5
Butte	St John's Episcopal Church	54	40	0	33	21	0	2	0
Columbia Falls	All Saints Episcopal Church	199	137	60	76	101	0	6	2
Deer Lodge	St James-Pintler Cluster	36	36	0	17	16	0	0	0
Dillon	St James Episcopal Church	67	65	10	35	52	0	1	0
Emigrant	St John's Episcopal Church	72	72	1	31	50	1	0	0
Ennis	Trinity Episcopal Church	86	86	0	35	50	0	0	0
Eureka	St Michael & All Angels Church	48	48	25	45	41	0	5	0
Forsyth	Church of the Ascension	18	18	0	9	23	0	0	0
Fort Benton	St Paul Episcopal Church	8	8	0	3	33	0	0	0
Glasgow	St Matthew Episcopal Church	10	10	2	5	17	0	1	1
Great Falls	Church of the Incarnation	164	156	0	46	92	0	0	0
Hamilton	St Paul's Episcopal Church	134	121	0	41	36	0	3	0
Havre	St Mark Episcopal Church	22	20	2	7	12	0	0	0
Helena	St Peters Cathedral	450	375	21	149	180	0	5	0
Kalispell	Christ Episcopal Church	196	158	0	56	52	0	1	0
Lewistown	St James Episcopal Church	66	47	33	31	40	0	1	0
Livingston	St Andrews Episcopal Church	196	160	0	58	49	0	1	0
Manhattan	Gethsemane Episcopal Church	15	15	0	5	75	0	0	2
Miles City	Emmanuel Episcopal Church	18	20	0	4	30	0	0	0
Missoula	Church of the Holy Spirit	867	676	12	170	103	2	5	14
Philipsburg	St Andrews-Pintler Cluster	18	7	0	13	13	0	0	0
Polson	St Andrews Episcopal Church	105	85	4	39	51	0	2	0
Red Lodge	Calvary Episcopal Church	98	89	5	37	76	0	0	0
Sheridan	Christ Episcopal Church	38	38	0	23	36	0	0	0
Stevensville	St Stephens Episcopal Church	16	16	0	11	26	0	0	0
Troy	Holy Trinity Episcopal Church	11	11	0	9	12	0	0	0
Virginia City	St Paul Episcopal Church	17	17	2	17	51	0	1	0
	Total	4,478	3,836	366	1,497	1,897	4	54	24.00

# Financial Statistics of Congregations and Missions

Year in parenthesis if last year of filing is not 2014

Congregation	City	Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total Expense
St Paul's of the Stillwater Episcopal	Absarokee	7,530	7,530	9,148	7,788	1,338	5,280	13,068
St Marks-Pintler Cluster	Anaconda		0	0	0		0	0
All Saints in Big Sky	Big Sky	179,871	179,871	179,871	167,081	17,278	27,472	167,081
St Mark's Episcopal Church	Big Timber	55,614	60,026	63,026	70,123	7,031	3,000	73,123
St Patrick's Episcopal Church	Bigfork	72,084	75,504	96,912	74,392	13,879	24,020	99,862
St Luke's Episcopal Church	Billings	228,684	284,784	329,551	287,469	57,867	11,789	298,879
St Stephens Church	Billings	202,506	203,293	370,394	238,304	45,580	16,263	254,698
St James Episcopal Church	Bozeman	354,820	365,494	375,228	323,907	62,319	76,463	401,372
St John's Episcopal Church	Butte	57,158	61,827	61,827	69,569	11,606	1,698	69,569
All Saints Episcopal Church	Columbia Falls	213,206	215,252	270,660	212,531	42,324	49,256	268,118
St James-Pintler Cluster	Deer Lodge	26,635	26,635	26,635	29,934	12,525	264	29,934
St James Episcopal Church	Dillon	82,093	168,847	201,246	150,207	24,135	34,462	203,072
St John's Episcopal Church	Emigrant	56,980	57,640	65,151	60,363	11,237	5,702	64,577
Trinity Episcopal Church	Ennis	59,693	68,489	165,503	67,107	13,024	361,757	427,824
St Michael & All Angels Church	Eureka	18,209	18,209	18,209	21,438	2,963	108	21,438
Church of the Ascension	Forsyth	11,903	12,956	12,956	11,066	2,064	598	11,614
St Paul Episcopal Church	Fort Benton	4,198	9,493	9,493	10,591	793	0	10,591
St Matthew Episcopal Church	Glasgow	18,670	18,670	18,670	19,940	3,677	21	19,940
Church of the Incarnation	Great Falls	126,955	154,836	166,910	148,900	0	3,998	152,898
St Paul's Episcopal Church	Hamilton	68,470	75,918	121,712	69,050	13,537	54,383	115,890
St Mark Episcopal Church	Havre	18,307	19,867	19,867	24,722	4,243	515	25,237
St Peters Cathedral	Helena	299,258	318,160	385,440	342,638	62,441	49,657	403,220
Christ Episcopal Church	Kalispell	93,679	120,586	152,079	120,871	21,565	21,736	148,283
St James Episcopal Church	Lewistown	70,533	110,052	122,831	103,148	16,007	13,117	117,624
St Andrews Episcopal Church	Livingston	106,850	106,850	106,850	112,850	19,103	400	112,850
Gethsemane Episcopal Church	Manhattan	6,671	8,860	9,060	9,651	1,189	820	10,471
Emmanuel Episcopal Church	Miles City	13,240	13,240	13,240	13,240	1,407	200	13,440
Church of the Holy Spirit	Missoula	352,021	395,375	717,406	434,027	75,689	14,889	477,730
St Andrews-Pintler Cluster	Philipsburg	8,443	8,443	8,558	4,269	1,507	0	4,734
St Andrews Episcopal Church	Polson	104,313	122,267	130,437	115,262	23,282	3,822	124,270
Calvary Episcopal Church	Red Lodge	87,447	89,207	105,510	105,501	22,128	2,898	120,145
Christ Episcopal Church	Sheridan	36,357	37,380	43,368	32,332	7,404	21,620	48,529
St Stephens Episcopal Church	Stevensville	17,661	17,661	20,062	14,645	3,257	925	16,958
Holy Trinity Episcopal Church	Troy	3,087	14,047	20,168	14,624	3,713	6,185	21,537
St Paul Episcopal Church	Virginia City	38,653	48,230	50,833	58,797	9,124	1,555	60,652
Totals		3,117,705	3,529,085	4,502,397	3,584,671	618,258	816,189	4,447,562

## 2015 Detailed Budget Narrative

### Administrative Budget

#### INCOME:

Line Number	Line Item	Description
1	Administrative Assessments	We based the assessment estimate this year on an increase over the actual assessment received in 2013.
2	Interest Income	Interest earned from the bank.
3	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.
4	Interest and Dividends	This account is offset by line 25 Investment Fees. These amounts are not actual cash received into our bank account, but represent the activity in the diocesan investment accounts.
5	Investment Unrealized Gains	Unrealized gains from investments. This account is offset by line 26 Unrealized Losses. These amounts are not actual cash received, but represent the activity in the diocesan investment accounts.
6	Episcopate fund	Funds drawn from the Episcopate funds in endowment to help with administrative expenses.

	<i>Expenses:</i>	
7	Clergy Conference	Funds to cover cost for food and keynote speaker.
8	Payroll taxes	Payroll taxes for diocesan lay staff.
9	Staff Pension	Pension for diocesan staff.
10	Staff insurance	Health, dental and life insurance for staff. increased 7% (estimated)
11	Lambeth Funds	No longer funded.
12	Bishop Pension	Pension for the bishop
13	Bishop Insurance	Medical and dental insurance. Increased 7% (estimated).
14	Bishop Hospitality	Account for bishop to provide hospitality to clergy and others as needed.
15	Bishop Travel	Travel expense and vehicle loan for the bishop. The expenses are greater this year since he will be attending General Convention.
16	Clergy Deployment travel	Funds travel expense for deployment officer.

17	Christian Formation Travel	Funds travel for the Canon for Christian Formation
18	Staff Continuing Education	Travel for staff to attend conferences and continuing education opportunities.
19	Telephone	Telephones and toll free numbers.
20	Utilities	Water, gas, electricity.
21	Supplies/Miscellaneous	Supplies and miscellaneous items.
22	Postage/Mailings	Postage and supplies relating to the postage meter.
23	Insurance	The insurance on the diocesan office building.
24	Worker's compensation	Worker's compensation insurance for diocesan staff.
25	Building maintenance	Cleaning and snow removal plus small maintenance items.
26	Investment Fees	Offset by line 4. These amounts are not cash spent from our checking account, but represent the activity in the diocesan investment accounts.
27	Investment unrealized loss	Offsets line 5 These amounts are not actual cash spent, but represent the activity in the diocesan investment accounts.
28	Audit	Auditor's fees. The canons of the General Convention require that a CPA audit every diocesan office every year.
29	Legal Fees	Chancellor's conference fees
30	Bishop Housing	40% of salary
31	Canon for Christian Formation Housing	40% of salary
32	Canon to the Ordinary Housing	Amount of total compensation designated as housing by the Canon to the Ordinary.
33	Bishop Salary	Increased 1.6%.
34	Staff Salaries	Increased 1.6%. plus an additional raise for a staff member.
35	Payroll processing fees	Fees paid to Paychex for processing diocesan payroll.
36	Unemployment Insurance	Unemployment insurance for lay staff as required by the State of Montana.
37	Interest expense	Interest for the Bishop's vehicle loan.
38	Camp Assistance	Funds to cover camp shortfall as needed. This amount was decreased since the Canon for Christian formation travel will be funded in the diocesan budget.
39	Title IV reserve funds	Funds set aside to use if we have a Title IV investigation.

	<b><i>PROGRAM:</i></b>	
	<b><i>Income:</i></b>	
40	Assessment income	The portion of assessments that are set aside for the program/outreach/meeting work of the diocese.
41	Deacon's School Fees	Fees paid by students in the school for deacons
42	Christian Formation fees	Fees for youth events.
43	Congregational Development fees	Not included in this budget.
44	Endowment Income	We are required to draw dividends and interest each year from the endowment funds and the funds will be used to help pay for diocesan programs in 2015.
45	General Convention Reserve transfer	We will transfer in the reserve funds set aside for General convention to help offset the expenses we will have in 2015.
46	Deacons funds transfer	Funds raised at convention in 2010 to help with deacons expenses. Some of the funds will be used in this year's budget.
	<b><i>Expenses:</i></b>	
47	Province VI	Pays assessment to Province 6. For 2015 we will also need funds to send the new General Convention deputies to the provincial synod to help prepare them for General convention.
48	General Convention	Funds for General Convention deputies to travel to Salt Lake for General convention. We have set aside money in previous years to help fund this expense. This expense is partially offset by income on line 45.
49	General Church	This is an amount pledged to pay to the Domestic and Foreign Missionary Society (i.e. the "national" church). The annual asking is 19% of previous year's income and this amount reflects 7.74 % of our operating income and is 40.74 % of what our asking should be.
50	Ecumenical	Monthly dues to Montana Association of Churches and meeting and travel expenses.
51	Commission on Ministry	We pay \$1500 Sewanee Seminary each year in order to offer EFM (Education for Ministry) in Montana. This amount also includes funds for meetings and General Ordination Exams.
52	Christian Formation	Meeting and workshop expenses. This line also includes funds to help churches pay for background checks as requested.

53	Congregational Development Committee	Meeting and workshop expenses.
54	Christus Collegium –Bozeman	Pays portion of Christus Collegium in Bozeman. The diocese owns part of this building and pays some expenses associated with it.
55	Campus Ministry –Missoula	Pays for some campus ministry expenses in Missoula.
56	Disaster Preparedness	Travel expenses for Diocesan Disaster Coordinator
57	Social Outreach	Meeting and travel expenses
58	Diocesan Council meetings	Meeting expenses.
59	Standing Committee meetings	Meeting expenses.
60	Diocesan Convention	Miscellaneous convention expenses and expenses for convention speakers.
61	Investment Committee	Meeting expenses.
62	Finance Department	Meeting expenses
63	Deacon/Archdeacon expenses	Travel and meeting expenses for deacons' school
	<b>CAMP MARSHALL</b>	
	<b><i>Income:</i></b>	
64	Camp Fees	Fees paid by campers to attend summer camp programs at Camp Marshall.
65	Day Camp Income	Camp fees for the day camps at various locations.
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	Camp Rental Food Service	Fee charged for providing food service at Camp Marshall for rental groups.
70	Parish Gifts	Donations received from churches to support general camp expenses and scholarships.
71	Donor gifts	Donations received from individuals to help fund general camp expenses and scholarships.
72	Gifts/Programs and Facility (Special Funds)	For 2015 we anticipate funding a water softener at camp.
	<b><i>Expenses:</i></b>	
73	Janitorial supplies - summer	Cleaning supplies for the camp summer program
74	Craft supplies	Items purchased for the campers to make arts and crafts.

75	Altar, Prayer books, and Bibles	Worship items for summer camp.
76	Medical supplies	To stock first aid area.
77	Administrative Supplies - program	Misc. supplies and mailings for the summer program.
78	Recreation supplies	Items purchased for recreation at camp.
79	Waterfront supplies	Boat repairs and purchase of personal flotation devices.
80	Music Supplies	Funds to purchase items for music program
81	Media arts supplies	To purchase supplies for the media arts program
82	Staff training	Materials and expenses for staff training.
83	Camp T-shirts	T-shirts for summer camp.
84	Camp Staff Worker's compensation insurance	Worker's comp coverage for camp staff.
85	Camp Site Manager Travel	Travel for the site manager. Travel for Canon for Christian formation moved to diocesan budget
86	Electricity – summer portion	Electricity for summer months
87	Telephone - summer portion	Summer portion of phone for camp and cell phone for Canon for Christian Formation.
88	Fuel – summer	Fuel for truck and boats
89	Insurance - summer portion	Liability insurance for camp during the summer.
90	Oil and propane - summer portion	Summer costs for oil and propane
91	Maintenance summer portion	Maintenance costs for summer
92	Background checks	To pay for background checks for summer staff (was included with misc. in prior years)
93	Staff travel	Mileage for summer camp staff.
94	Day Camp Expenses	Recreation and other expenses for day camps.
95	Day Camp Travel	Travel for staff to go to various locations for Day Camps.
96	Summer Program Food Service	The cost of food for campers and staff
97	Advertising	Advertising costs.
98	Miscellaneous	Miscellaneous expenses for camp.
99	Grace Camp expenses	Program expenses associated with Grace camp.
100	Camp Vehicle Expense	Fuel, licensing, insurance and repairs for camp truck.
101	Rental Food Service	The cost of food for rental groups.
102	Maintenance supplies – facility	Routine maintenance at camp.
103	Administrative supplies – facility	Administrative expenses for site manager.
104	Janitor – facility	Janitorial supplies for camp for non-camp season
105	Oil and propane - facility	Utilities for camp and site manager



106	Electricity - facility	Utilities for camp and site manager during off season
107	Camp Committee Travel expenses	To pay travel for committee members.
108	ECCC Attendance and Fees.	Dues to the Episcopal Camps and Conference Center and conference travel.
109	Staff First Aid training	Fees for first aid training for staff
110	Camp Vehicle - facility	Registration and fuel for truck – facility use portion
111	Telephone – facility	Phone cost for site manager and phone expenses for the months when camp is not in session.
112	Insurance – facility	Insurance costs for when camp is not in session
113	Fuel Expenses – Facility	Fuel for mowers & truck for months camp is not in session.
114	Camp Staff FICA	FICA tax for summer staff
115	Camp Staff payroll	Salaries paid to summer camp staff.
116	Day Camp Staff payroll	Salaries paid to Day Camp staff.
117	Grace Camp Staff	Salaries paid to Grace camp staff.
118	Camp Payroll fees	Fees for processing payroll for camp.
119	Camp Unemployment Insurance	State unemployment fee for camp staff.
120	Special Funds expenses	A water softener is the anticipated need for camp for 2015. Income will show in line 72.
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.

## Diocese of Montana 2015 Budget

The 2015 budget assumes a 19% assessment rate.

Total Budgeted assessments \$761,496 (administrative and program budgets)

### *Administrative Budget*

	Income	2013 Budget 19%	2013 Actual (Audited)	2014 Budget 19%	2014 Actual	2015 Budget 19%
1	Administrative Assessments	533,501	565,583	557,433	621,487	583,065
2	Interest Income	100	92	100	79	100
3	Platt Fund	2,250	2,250	2,250	2,250	2,250
4	Interest & Dividends	20,000	35,727	10,000	41,431	10,000
5	Unrealized Gains	45,000	61,808	45,000	-57,457	45,000
6	Episcopate Fund (endowment draw)			10,492	0	25,000
	Diocesan Council post-convention adjustments					
	Endowment funds not drawn			6,838		
	Lambeth funds			1,200		
	<b>Total Budgeted Income</b>	<b><u>600,851</u></b>	<b><u>665,460</u></b>	<b><u>633,313</u></b>	<b><u>607,789</u></b>	<b><u>665,415</u></b>
	Non Budgeted Income					
	Bishop's discretionary fund		7,810		7,957	
	Past Due assessments		540		184	
	Misc. Income		12,242		15,503	
	Realized Gains		11,933		26,608	
	Gain on Sale of Assets		85,906			
	Capital Campaign Income				100	
	Total Non – Budgeted income		118,431		50,353	
	<b>Total Income Admin Budget</b>		<b>783,891</b>		<b>658,143</b>	
	Expenses					
7	Clergy Conference	4,000	4,022	4,000	3,132	5,000
8	Payroll Taxes	11,100	7,775	8,264	8,319	8,556
9	Staff Pension	14,618	16,212	20,382	20,393	20,924
10	Staff Insurance	61,499	54,234	80,072	78,968	83,457
11	Lambeth Fund	1,200	0	0	0	0
12	Bishop Pension	21,828	21,829	23,323	23,323	24,394

		2013 Budget 19%	2013 Actual (Audited)	2014 Budget 19%	2014 Actual	2015 Budget 19%
13	Bishop Insurance	19,735	19,308	17,592	17,592	18,823
14	Bishop Hospitality	2,000	2,680	1,500	578	3,000
15	Bishop Travel	22,000	18,194	21,000	20,808	25,000
16	Clergy Deployment Travel	8,000	10,328	8,000	11,212	10,000
17	Christian Formation Travel	0	0	0	0	5000
18	Staff Continuing Ed	4,000	2,769	1,200	1,200	4,000
	<i>Subtotal</i>	<i>169,980</i>	<i>157,351</i>	<i>185,333</i>	<i>185,526</i>	<i>208,154</i>
	Office Expenses					
19	Telephone	5,800	5,208	6,500	4,671	6,000
20	Utilities	3,000	2,610	3,000	3,111	2,800
21	Supplies/Misc.	7,000	13,874	6,000	8,747	7,000
22	Postage/Mailings	2,000	2,288	2,000	1,975	2,500
23	Insurance	14,000	13,472	14,000	12,195	14,000
24	Worker's Comp	5,000	4,832	5,000	3,614	5,000
25	Building Maintenance	3,300	4,476	4,500	4,562	4,500
	<i>Subtotal</i>	<i>40,100</i>	<i>46,760</i>	<i>41,000</i>	<i>38,874</i>	<i>41,800</i>
	Investments					
26	Investment Fees	20,000	11,407	10,000	11,522	10,000
27	Unrealized gains/losses	45,000	0	45,000	0	45,000
	<i>Total Investments</i>	<i>65,000</i>	<i>11,407</i>	<i>55,000</i>	<i>11,522</i>	<i>55,000</i>
28	Audit	10,000	10,000	10,700	11,500	11,000
29	Legal Fees	250	250	500	250	500
	<i>Subtotal</i>	<i>10,250</i>	<i>10,250</i>	<i>11,200</i>	<i>11,750</i>	<i>11,500</i>
	Payroll Expenses					
30	Bishop Housing	34,299	34,299	34,299	34,299	38,721
31	Canon for Christian Formation Housing	0	3,573	14,292	14,292	14,520
32	Canon to the Ordinary Housing	10,000	10,000	10,000	10,000	10,000
	Total Housing	44,299	47,872	58,591	58,591	63,241
33	Bishop Salary	86,971	86,971	95,276	95,276	96,800
34	Staff Salaries	167,401	154,532	169,413	169,531	174,220
35	Payroll processing fees	1,200	1,050	1,200	1,101	1,100
36	Unemployment Insurance	150	81	300	88	100
	Total Salaries & Housing	300,021	290,506	324,780	324,587	335,461
37	Interest Expense	1,500	900	1,500	669	1,000
38	Camp Assistance	14,000	19,031	14,000	14,000	12,000
39	Title IV reserve fund	0	0	500	0	500
	<b><i>Total Budgeted Administrative Expenses</i></b>	<b><u>600,851</u></b>	<b><u>536,204</u></b>	<b><u>633,313</u></b>	<b><u>586,928</u></b>	<b><u>665,415</u></b>

		2013 Budget 19%	2013 Actual (Audited)	2014 Budget 19%	2014 Actual	2015 Budget 19%
	Non Budgeted Expenses					
	Bishop's Discretionary Fund		6,667		9,017	
	Depreciation Expense		52,901			
	Staff Moving Expense		7,459			
	Church Contribution		85,206			
	Total Non-Budgeted Expenses		152,233		9,017	
	Total Administrative Expenses		688,437		595,945	
	<b>Net Income</b>		<b>95,454</b>		<b>62,198</b>	

***Program Budget***

	Income	2013 Budget 19%	2013 Actual (Audited)	2014 Budget 19%	2014 Actual	2015 Budget 19%
40	Assessment Income	36,499	38,694	12,567	14,016	36,935
41	Deacons' School Fees	0	1,614	1,750	4,981	3,200
42	Christian Formation Fees	0	0	0	1,807	1,000
43	Congregational Development Fees	0	0	1,000	0	0
44	Endowment Funds	27,000	12,030	50,000	7,063	38,903
45	Funds transferred in from General Convention Reserve					13,503
46	Deacons funds transferred in					2,540
	<b>Total Budgeted income</b>	<b><u>63,499</u></b>		<b>65,317</b>	<b>27,867</b>	<b><u>96,081</u></b>
	2014 Budget adjustments approved by Council					
	Christian Formation unused funds			2,509		
	Finance unused funds			834		
	Congregational development unused			1,249		
	Non-budgeted income					
	Past due assessments		6,990		2,693	
	In-kind contributions				383	
	<b>Total Program Income</b>		<b>59,328</b>	<b><u>69,909</u></b>	<b>30,942</b>	
	Expenses					
47	Province VI	1,638	1,638	1,638	1,638	4,638

		2013 Budget 19%	2013 Actual (Audited)	2014 Budget 19%	2014 Actual	2015 Budget 19%
48	General Convention	6,000	0	6,000	0	19,503
49	General Church Asking	35,000	35,000	35,000	35,000	39,000
50	Ecumenical	3,061	2,591	2,500	2,588	5,000
51	Commission on Ministry	1,700	1,617	1,700	1,772	2,200
52	Christian Formation	6,950	4,441	3,509	5,235	1,800
53	Congregational Development	500	1,749	6,249	1,706	2,000
54	Christus Collegium – Bozeman	4,200	4,200	4,200	4,200	4,500
55	Campus Ministry – Missoula	0	0	3,000	3,000	3,000
56	Disaster Preparedness					500
57	Social outreach (anti- racism)	250	0	0	0	200
58	Diocesan Council	900	1,508	500	536	1,500
59	Standing Committee	500	817	529	0	500
60	Diocesan Convention	500	4,441	500	3,303	4,500
61	Investment Committee	200	258	200	0	300
62	Finance Department	1,150	316	1,634	595	1,200
63	Deacons/Archdeacons	950	1,508	2,750	3,885	5,740
	Convention Designated Expenses		1,519			
	<b>Total Expenses</b>	<b><u>63,499</u></b>	<b><u>61,603</u></b>	<b><u>69,909</u></b>	<b><u>63,458</u></b>	<b><u>96,081</u></b>
	<b>Program Budget Net Income (Loss)</b>		<b>-2,275</b>		<b>-32,516</b>	

### **CAMP MARSHALL**

		2013 Budget 19%	2013 Actual (Audited)	2014 Budget 19%	2014 Actual	2015 Budget 19%
64	Camp Fees	42,700	40,423	43,000	42,173	50,000
65	Day Camp Fees	8,500	1,750	3,492	3,400	3,000
66	Grace Camp Income	15,000	11,204	14,000	13,495	13,950
67	Camp Endowment Draw			900	900	4,700
	Total Summer Program Income	66,200	53,377	61,392	59,968	71,650
68	Rental Fees	34,500	27,971	28,000	30,873	30,000
69	Rental Food Service	20,000	25,663	23,000	19,382	25,000
	Total Rental Income	54,500	53,634	51,000	50,254	55,000

		2013 Budget 19%	2013 Actual (Audited)	2014 Budget 19%	2014 Actual	2015 Budget 19%
	Gift Income					
70	Parish Gifts	36,000	1,477	22,398	12,000	12,000
71	Donor Gifts	0	13,178	0	24,695	20,000
72	Gifts – Special Funds (TBD – To be Determined)	TBD	0	TBD	0	4,000
	Total Gift Income	36,000	14,655	22,398	36,695	36,000
	<b>Total Budgeted Income</b>	<b><u>156,700</u></b>	<b><u>121,666</u></b>	<b><u>134,790</u></b>	<b><u>146,918</u></b>	<b><u>162,650</u></b>
	Non Budgeted Income					
	Misc. Income		7,884			
	Shirt Sales				1,587	
	<b>Total Income</b>		<b><i>129,550</i></b>		<b><i>148,504</i></b>	
	Expenses					
	Summer Program					
73	Janitorial Supplies	450	1,150	500	1,415	1,000
74	Craft Supplies	700	532	600	1,445	1,000
75	Altar, Prayer books, Bibles	300	119	400	669	300
76	Medical Supplies	300	1,523	700	471	1,500
77	Admin supplies	3,500	1,615	3,000	2,230	1,500
78	Recreation Supplies	3,400	1,231	3,000	5,156	2,000
79	Waterfront supplies	0	0	0	0	2,000
80	Music Supplies	0	0	0	0	1,000
81	Media Art Supplies	0	0	0	0	600
82	Staff training	0	0	0	0	1,200
83	Camp T-shirts	1,500	1,591	2,500	4,623	1,500
84	Staff worker's comp	5,800	5,682	5,000	3,294	6,000
85	Camp Manager Travel	2,200	1,389	2,200	4,331	1,000
86	Electricity	1,975	2,277	1,975	1,830	2,400
87	Telephone	375	1,208	500	965	1,500
88	Fuel	1,000	1,501	1,105	1,040	1,500
89	Insurance	1,975	2,855	2,250	2,667	3,000
90	Oil and Propane	1,250	765	1,500	712	1,200
91	Maintenance	4,000	5,205	1,750	1,913	2,000
92	Background checks	0	1,009	960	1,590	1,400
93	Staff travel	600	0	300	0	600
94	Day camp program	2,000	313	800	911	500
95	Day camp travel	200	0	500	475	500
96	Food expenses	21,000	27,010	21,000	19,791	28,000
97	Advertising	0	0	1,000	947	1,200
98	Miscellaneous	1,000	995	1,000	1,246	1,000
99	Grace camp	7,000	1,369	6,000	8,294	4,000

100	Camp vehicle	250	458	250	685	500
	Total Summer Expenses	60,775	59,795	58,790	66,703	69,900
		2013 Budget 19%	2013 Actual (Audited)	2014 Budget 19%	2014 Actual	2015 Budget 19%
101	Rental Food Service	13,000	9,002	9,000	12,906	10,000
	Facility Expenses					
102	Maintenance	12,000	2,154	5,250	6,245	10,000
103	Admin Supplies	490	398	2,000	901	1,000
104	Janitor	1,350	791	1,500	819	1,500
105	Oil and Propane	3,750	3,807	4,500	4,381	4,500
106	Electricity	5,925	6,022	5,925	7,499	6,200
107	Camp Committee	1,000	0	1,000	0	0
108	ECCC expenses	2,200	850	1,000	466	1,000
109	Staff First Aid Training	0	0	0	0	1,000
110	Camp Vehicle	750	1,444	750	631	1,000
111	Telephone	1,125	2,976	1,500	2,395	3,000
112	Insurance	5,925	7,860	6,750	6,424	8,000
113	Fuel	3,000	1,527	3,317	2,279	3,000
	Total Facility Expense	37,515	27,829	33,492	32,039	40,200
	Payroll Expense					
114	Staff FICA	2,370	1,549	1,530	3,721	2,000
115	Payroll – Summer staff	31,000	14,204	20,000	26,638	22,000
116	Day Camp Staff	5,500	1,760	2,500	2,800	3,000
117	Grace Camp Staff	6,000	4,285	7,000	5,201	6,000
118	Payroll Fees	500	387	500	591	500
119	Unemployment Insurance	40	1,249	40	491	50
	Total Payroll Expense	45,410	23,434	31,570	39,442	33,550
120	Special Funds (TBD– To Be Determined)	TBD	0	TBD	0	4000
121	Other Camp Salaries	0	225	1,800	1,468	4,650
122	Other Camp FICA	0	17	138	112	350
	<b>Total Expense</b>	<b><u>156,700</u></b>	<b><u>120,302</u></b>	<b><u>134,790</u></b>	<b><u>152,670</u></b>	<b><u>162,650</u></b>
	Non-budgeted expenses					
	Fuel expense – boats				174	
	Staff Training				712	
	Total Expenses				153,555	
	<b>Net Income</b>		<b>9,249</b>		<b>-5,051</b>	