



South Dakota Episcopal

# Church News

www.diocesesd.org

January/February 2014

## TEC Support

Help support the camp!

**D**espite the cold winter weather, it's not too early to start thinking about summer.

With summer comes camp! Preparations for the 2014 season are already under way, and we need your help for Thunderhead Episcopal Camp.



Last year's camp season saw its highest numbers in recent history.

To add to the excitement, youth report that TEC is the place where they feel closest to God and neighbor. Your support allows us to continue to provide safe, loving, and transforming experiences for our young people.



**March 2<sup>nd</sup>** is designated as –

### TEC Sunday

—a special opportunity to celebrate and support the ministry of TEC

Here's how you can help:

- Schedule and promote a TEC Sunday – on March 2 (or a Sunday close to it).
- Give to TEC—particularly on March 2 or your designated TEC Sunday.  
Your support allows us to provide scholarships for campers so that all can participate.
- Share your story with your congregation.  
Many across the diocese have experienced the joy of TEC as a camper, counselor, spiritual director, or parent. Share with others your experiences.
- Mark your calendars and join us!
  - ⊗ Sunday, March 2<sup>nd</sup>: TEC Sunday
  - ⊗ June 8-14: Middle School/Confirmation Camp
  - ⊗ June 15-21: High School Camp
  - ⊗ June 22-25: 5<sup>th</sup> and 6<sup>th</sup> Grade/Family Camp



See also p. 14

**The Diocese  
of  
South Dakota**



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Thoughts for the new year:

**C**hristmas, the season of joy, is almost over and for some, by the time you read this, it will be over. We often are greeted or greet others with “happy or merry Christmas.” The season of Christmas can be a very happy time, but for some it can also be a very sad time. It is a season that is intended to call us into ‘joy.’ ‘Complete joy’ is what gives meaning to both our happiness and sadness.

I think this is what Jesus is inviting us to enter when he says, *“As the Father has loved me, so I have loved you; abide in my love. If you keep my commandments, you will abide in my love, just as I have kept my Father’s commandments and abide in his love. I have said these things to you so that my joy may be in you, and that your joy may be complete. This is my commandment, that you love one another as I have loved you.”* (John 15:9-12)

When we love others, when we make ourselves vulnerable to those around us, we give opportunity for our greatest happiness and for our hearts to be broken. It is in the opening up or laying down our lives that this “complete joy” begins to take hold. This season reminds us that God’s act of emptying in the person of Jesus, for the love of humanity, is our invitation to empty ourselves for our love of God expressed in the world. In the process of our emptying or losing our self, again as Jesus tells us, “we find ourselves.”

Dietrich Bonhoeffer described this ‘joy’ as follows, *“Joy abides with God, and it comes down from God and embraces spirit, soul, and body; and where this joy has seized a person, there it spreads, there it carries one away, there it burst closed doors. A sort of joy exists that knows*



The Rt. Rev. John Tarrant

*nothing at all of the heart’s pain, anguish, and dread; it does not last, it can only numb a person for the moment. The joy of God has gone through the poverty of the manger and the agony of the cross; that is why it is invincible, irrefutable.”*

Bonhoeffer encourages us not to be fooled by surface joy or happiness. Happiness is external and can be gone in a moment; God’s joy is deep within our soul and even the “poverty of the manger and the agony of the cross” cannot take it away. God’s joy is not something we can gain or find, but nothing other than receive. Perhaps the invincibility of God’s joy is something to which we must simply surrender.

A few weeks ago, while driving back from the Christmas pageant at Grace Church, Huron, I received a text from one of our Mission clergy which said, “while crossing the River, I found myself smiling; you know you’re happy when you catch yourself smiling.” God’s joy, it is somewhat of a mystery, how at times it just bubbles up.

A parent of one of the victims of last year’s Newtown, Connecticut massacre, described as he reminisces about

(Continued on page 10)



## GLORY bursts forth on the Rosebud

**E**ver played freeze tag? Remember the rules? If you're caught, you have to freeze in place until someone tags you. At GLORY, the Rosebud Episcopal Mission's new youth program, they play a slightly different game. If you're caught in Jesus Freeze Tag, you have to say something about Jesus to get thawed out.

Players can't repeat what anyone else has said, and can only talk about Jesus. "I started this game years ago in Virginia," says the **Rev. Lauren R. Stanley**, priest in charge of the Rosebud Episcopal Mission (Western side). "There, the kids would always try to slip in information about Moses. It never worked, but that didn't stop them from trying."

Stanley says that when she's played this game elsewhere, it usually took about four rounds before the kids would get frustrated and want more information. "Here on the Rosebud," she says, "it only took about four minutes before one of the little ones stomped his foot and cried out, 'You have to tell me more about Jesus!'"



GLORY, an acronym for God Loves Our Rosebud Youth, is the Rosebud's weekly program for children ages 5-15. About 25 children from all over the western side of the Rosebud Reservation attend each Wednesday.

"Our primary focus is to love the children and fill them with hope," Stanley says. "We want the children to know that they are God's beloved and our beloved, and we want to help them realize that they can make a huge difference in the world themselves."

Stanley runs the program with the help of the three members of the Young Adult Intentional Community, **Taylor Andrade, Kieran Conroy and Anna Robinson**. "Having the Young Adults here means this program has a lot more depth," Stanley says. "They have good ideas, and are all great at working

with the children. They've made friends with them, and sometimes go to their ball games as well."

The program begins with prayers and a meal. "Our kids are so hungry that we usually spend about 45 minutes at table fellowship, making certain they have enough to eat," Stanley says. "We try to make sure it's nutritious, as well, always including apples, oranges and carrots."

This Fall's program is focused on God the Father, meaning that the activities are centered on creation, caring for God's creation, and being creative. "We want the children to know that they are partners with God in creation, so we spend a lot of time for each activity talking about taking care of the world, and of each other," Stanley says. "We also spend time making sure the children know about the Lakota teachings on creation, which are basically the same: We have to be caretakers."

GLORY also holds monthly programs called Super Saturdays, "basically Vacation Bible School in 3 hours," Stanley says. "Those allow us to do special events, like star-gazing and learning the Lakota stories of the stars one night; and going hiking another day."

Numerous adults help with the program, including those who cook and clean up (**Margaret Figert, Judie Roubideaux, Deanne King and Erroll Geboe**, all members of Trinity, Mission), and parents and grandparents who bring children and stay for the program.

GLORY gets its funding through fund-raising across the United States. "We started with money from the Rosebud Episcopal Mission Council, and then started receiving gifts from friends around the country who want us to be able to care for and educate our children," Stanley says. "We've received some very generous gifts that will help us make sure the children are fed physically, spiritually and emotionally."

—The Rev. Lauren Stanley

## MASH sheets saga continues

The November/December issue of *South Dakota ChurchNews* contained an article about Grace Church, Madison collecting sheets for military MASH units in Afghanistan and Iraq.

To show how one simple idea can mushroom into something bigger, they submitted "the rest of the story."

"During the collection [of sheets] we received mattress pads. We didn't know what to do with them. We asked a quilting group in town if they could use them. They said yes and so we took eleven 33 gallon garbage bags full of mattress pads over - two each week until they were gone. During conversations with this group it turned out they were making quilts for refugees in camps in the Middle East this month. They were behind on quilt tops. This brought about the "Scraps and Snacks" idea which happened at Grace Church on Saturday, October 26.

"Our little group managed to make six quilt tops in one day. We have decided to clear out the upper floor of the church over the winter and re-claim the space for a permanent quilt top making area. Eventually we would like to have a quilting day once a month. We will pass our quilts on to the Lutheran group who have secured transportation to the Middle East for the current batch with American military.

"I am attaching pictures of the scrap quilts we made on Saturday. These were thrown together and would not win any awards for beauty or detailed stitching. They will keep people warm on a cool night with the donated mattress pads sandwiched between them."

Michele Keppen  
Grace Church,  
Madison



From relatively modest beginnings, Moses Joknhial's project to build a school in his native village in South Sudan has grown to where donations have been received from across the country for school supplies, desks, and uniforms, water wells, grain grinders, teachers' salaries, a medical clinic, a women's clinic, solar panels, and goats to help widows provide for their families. And more!

Rebuilding South Sudan through Education has recently been incorporated as a 401(c)(3) non-profit organization.

From now on, please direct all donations to

Rebuilding South Sudan through Education  
1307 S. Holly Drive  
Sioux Falls, SD 57105



## Creation Care Network Proposed for Diocese

By Chuck Berry and Connie Vicuna

**C**reation Care is one term for environmental stewardship. The word Creation means something special to people of faith, invoking thoughts of God's Garden - our planet earth - and scriptures wherein God gives humanity dominion over the earth and the obligation to be stewards of the Garden.

There is a mustard-seed sized Creation Care Network in the Diocese. The Network follows the lead of The Episcopal Church and several Dioceses. The goal is to awaken individuals and congregations to a Creation Care ethic, and then perhaps integrate the Creation Care perspective into expressions of religious life.

The Network is being fostered by **Connie Vicuna**

(Huron) and **Chuck Berry** (Brookings). Both have had careers in natural resource conservation and both have led Creation Care activities in their congregations. They are seeking like-minded individuals who wish to share a mission of education, reflection and action concerning Creation Care.

### A New Awakening

There is a new awakening of religious life to Creation Care. This is not the environmental movement at prayer. All religions and all Christian denominations are greener these days.

Concern for the environment is a growing spiritual priority at several levels. Many individuals find a sense of the divine in nature. Some churches have green programs such as recycling and energy conservation. Some go further to make the Creation Care message part of the liturgy and sermons, hymns and prayers, and Bible study groups. The Episcopal Church has an Eco-justice ministry because care and justice for all creation is a core value.

### Episcopal Creation Care

The Creation Care mission of The Episcopal Church is to heal, defend, and work toward justice for all God's creation and to respect the kinship and connection of all that God created. <http://www.episcopalchurch.org/page/eco-justice>. A basic must-read 45-page booklet is titled *A Catechism of Creation, an Episcopal Understanding*. The booklet is out of print but is posted on-line at [www.episcopalchurch.org/science](http://www.episcopalchurch.org/science). The question-and-answer format is divided into three themes 1) Theology of Creation, 2) Creation and Science, and 3) Caring for Creation.

One of the leading Dioceses in the Creation Care ministry in our Province (VI) is the Diocese of Minnesota. Their MEESC (Minnesota Episcopal Environmental Stewardship Commission) website shows that they provide information, suggest lectionary reflections about Creation Care, and take actions, such as their Green Congregations Program that recognizes congregations and advocates for Creation Care policies (<http://www.env-steward.com>).

St Paul's in Brookings has had a Creation Care program for several years. St Paul's Natural Cathedral

Committee has fostered a wide range of activities including Creation Care messages in the monthly newsletter, providing educational materials, delivering homilies, fostering special events such as Rogation Day and Earth Day Sunday observances, and leading energy savings and recycling projects. One Parishioner was inspired to draft a Creation Care Resolution that was passed at the 2007 Diocesan Convention. The resolution encouraged South Dakota Parishes and Missions to adopt Creation Care programs.

### Creation Care Network in South Dakota

The goal of the new Creation Care Network is to awaken individuals and congregations to this ministry, and then perhaps integrate the Creation Care perspective into expressions of religious life. The first objective is to encourage like-minded people in the Diocese to join the network. Like-minded simply means people having willingness to learn, reflect and possibly take action. Actions will be up to the individual but the first proposed group action is to have some event/liturgy/sermon in every congregation on Earth Day Sunday next year. Earth Day is always on April 22 so Earth Day Sunday this year is on April 27; Easter is on April 20.

As the Holy Spirit gains control in the life of a Christian, there comes a still, small voice that whispers, you can make a difference. If the Creation Care Network grows and we do have a communion of Earth Day Sunday events across the Diocese, then we might get together in a more formal way at the 2014 convention to discuss further actions.

### Take Action

If you would like to join the Creation Care Network, or want more information, or have an opinion about this proposal, please contact either Connie Mohlis Vicuna, 605-352-2278 [cvicuna@yahoo.com](mailto:cvicuna@yahoo.com), or Charles R. (Chuck) Berry 605-693-7750 [cberry@itctel.com](mailto:cberry@itctel.com). The Creation Care network is a work in progress. Help build the network and fashion the future Creation Care programs in the Diocese

*From the BCP:*

“For the good earth which God has given us, and for the wisdom and will to conserve it, let us pray to the Lord.”

## The Episcopal Church Welcomes You

This is a picture of **Emmanuel Church**, Rapid City's new billboard on I-90 West near New Underwood.



Thanks goes to Emmanuel Vestry member **Richard Jones** for donating the billboard space and to Vestry members **Les Koss** and **Key Parker** for installing the banner.

And speaking of signs: Emmanuel also has 4 boxes of **letters** for marquee signs that they would love to donate to someone who can use them. Contact 605-342-0909 or frchris@emmanuelrc.org.



PLUS! They have a **fax machine** that's yours for the asking.

## McLaughlin Church breaks ground

On November 10, 2013, Bishop Tarrant joined the members of **St. Peter's Church** in McLaughlin (Standing Rock Mission) for the ground breaking and blessing service for their new addition. The new hall was funded through a generous grant from the United Thank Offering.



## Sioux Falls church gets new altar

**Bishop Tarrant** blessed a new altar at **Church of the Good Shepherd** in Sioux Falls during his visitation on November 3, 2013.

The new altar is a creation by **Brad Olson**, a Sioux Falls fireman and member of Good Shepherd, who donated all of the material and labor.

There had been several discussions over the years about a new altar that would make the sanctuary more of a visual focal point, but it was never an issue that came "to the front of the line." But now Good Shepherd is growing and changing as a church, and it seemed like a good time to offer a sign of the future that God is opening up.

**David Baumeister** snapped the photo below.



Bishop Tarrant and Deacon Judy Graves at Good Shepherd's new altar



Bishop Tarrant poses for a picture with Standing Rock Senior Catechist **John Four Bears**.

## Cannon Ball church rises from its ashes

—*Episcopal News Service*

**O**n a brilliantly bright but frigid late Nov. 23 morning here on the Standing Rock Sioux Indian Reservation, the people of St. James Episcopal Church officially came home to a new church that echoes a teepee and feels as if the worshippers are gathered in a dream catcher.

With **Bishop John Tarant** in attendance, the members and visitors gathered in the parking lot where the service began.

“Let the door be open,” said North Dakota Bishop Michael Smith, wearing an Indian feather headdress in place of a miter and loudly pounding on the door. When the Rev. Neil Two Bears and acolyte Mia Two Bears opened the door, Smith announced “Peace be to this house, and all who enter here,” using his pastoral staff to mark the threshold with the sign of the cross.

The scene was a far cry from the night of July 25, 2012, the Feast of St. James, as an arson fire tore through the wooden church building and guild hall.

The sole visible reminder of that night is the cross that hangs in front of a star quilt above the pulpit. It is made of two rugged and charred pieces of timber from the floor of the St. James Guild Hall, the only wood that was not reduced to ashes in the fire.

The Rev. Terry Star, a deacon who grew up in St. James and who is now a seminarian at Nashotah House in Wisconsin, recalled during his sermon how nearly 100 years ago an Episcopal bishop told the Sioux in the area they had to put away their Indian adornments in order to be Christian. That attitude is changed, Star said, as evidenced by the adornment of the new St. James.



Photo:  
Mary Frances Schjonberg/  
*Episcopal News Service*

“We can be a Dakota people; we can be who we are – that God made us to be – and still follow Jesus Christ,” he said.

Star said he hoped that the beautiful and colorful church would become a strong symbol for the people of the area.

And then, “all the joy and happiness” that comes from worshipping here in this space, Star said, “is not supposed to stay here.” “We’re supposed to take it out those doors and out into the community and bring joy and happiness,” he concluded

Star, who read the Gospel in Dakota, epitomized the church’s confluence of Western Christianity and Sioux spirituality. He was vested in cassock, surplice, tippet and preaching tabs, wearing a medallion beaded with the Chi Ro symbol, an eagle feather tied in his hair and beaded moccasins on his feet. Star preached from an iPad.

The baptismal font, carved by local artist Charles McLaughlin from Colorado alabaster, evokes a bull boat, which was used to cross from one side of the Missouri River to the other.

White Stone Hill will be depicted on one side of a yet-to-be completed mural on the back wall of the apse. The nearby hills will be on the other side and, in the middle will be the New Jerusalem as a teepee village.

Holly Doll designed and created a parfleche gospel book. A parfleche is a decorated animal-hide bag that Plains Indians traditionally used to keep and carry important documents. The Bible inside this parfleche is a Dakota translation of the New Testament.

Area Episcopalians donated other items and Holy Trinity in Juneau, Alaska, another church that knows what it is to lose its building to fire, donated the processional cross.

Former House of Deputies President Bonnie Anderson received a star quilt at the end of the Nov. 25 consecration service at St. James Episcopal Church to thank her for leading the Ikpanazin Rebuilding Fund that gathered \$67,532 to help pay for the new church.

(Continued on page 10)

## Niobrara School for Ministry Registration

Mail this information to:

Diocese of South Dakota  
NSM Registrar  
500 S. Main Ave  
Sioux Falls, SD 57104-6814

Or—Call @ 605-338-9751

Or—Email: office.diocese@midconetwork.com

Or—www.diocesesd.org to register and to make payment with a credit card.

Name: \_\_\_\_\_

Address: \_\_\_\_\_  
\_\_\_\_\_

Church: \_\_\_\_\_

Phone #'s \_\_\_\_\_  
\_\_\_\_\_

Email address: \_\_\_\_\_

I am registering for:

Open Space Meeting Process (Pierre) (2 day)

Dakota Experience (Rapid City) (2 day)

SD Church History (Wagner)

SD Church History (Pierre)

Church Polity and Administration (Pierre)

FEES: \$15 per day toward meals & materials

Payment method: \_\_\_\_\_

### Schedule Niobrara School for Ministry 2014

NIORBARA SCHOOL FOR MINISTRY



EPISCOPAL DIOCESE OF  
SOUTH DAKOTA

February 7-8, Pierre

#### **Open Space Meeting Process**

Problem solving technique

5:30 pm Friday—2:00 pm

Saturday

(2 days = \$30)

March 14-15, Rapid City

#### **Dakota Experience**

Exploration of Lakota history, language, culture, and theology.

6 pm Friday—3:30 pm Saturday

(2 days = \$30)

March 22, Wagner

#### **SD Church History**

(\$15)

April 26, Pierre

#### **SD Church History**

(\$15)

May 17, Pierre

#### **Church Polity and Administration**

(\$15)

June 1-6, Thunderhead Camp

#### **Summer Seminary – Ethics & Moral Theology**

*(Different fee schedule and registration applies to Summer Seminary.)*

Questions?

Contact Archdeacon Paul Sneve

@ 605-381-2018

or psneve@gmail.com



## Niobrara School for Ministry Upcoming

### “Open Space Meeting Process”

February 7-8, 2014

The class will be held at Trinity Church, Pierre on Friday, February 7 starting at 5:30 pm and lasting until 2:00 pm on Saturday, February 8. John Gehm will help participants experience and learn this innovative, creative, and pro-active problem solving technique.

**Dakota Experience West** will be held at Emmanuel Church in Rapid City on Friday, March 16 starting at 6:00 pm and will conclude by 3:00 pm on Saturday, March 17.

Archdeacon Paul Sneve presents an overview of the culture of the largest group within our Diocese, the Lakota People. The course will focus on Lakota history, culture, language, theology and the challenges to be overcome by the Lakota including disease, historical trauma and racism.

**South Dakota Church History** will be presented in two locations: in Wagner on March 22 and in Pierre on April 26.

Archdeacon Paul Sneve will take participants back to the early missionary days in the Dakota Territory through the spread of the Church in South Dakota.

### Church Polity and Administration

Pierre, May 17 from 9:00—3:00

Learn about the governmental structure of The Episcopal Church and the rules, regulations, and processes that are a part of our church life. Canon David Hussey will help participants learn how we all fit into the structure and make it work.

**Niobrara Summer School** with the Very Reverend Ward Simpson, Calvary Cathedral, teaching a class on “Ethics & Moral Theology, A Practical Tool Box.”

Dean Simpson will take a student past abstract theories and into the real world. The goal of the course is to provide an easy to understand method for discerning important factors to consider when confronted with moral and ethical dilemmas.

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These courses are designed to help fulfill or supplement the academic requirements for ordination, but they are not limited to those persons in the ordination process. Anyone interested is welcome! The courses are also good for continuing education.

If you are interested in one or all of these wonderful opportunities, please contact the Registrar at 605-338-9751 or email office.diocese@midconetwork.com. Registration may also be accomplished via the diocesan website: www.diocesd.org (Other Ministries) and the Payment/Donation button.

*\*class dates and times are subject to change due to weather or other issues. We'll try to keep you advised if we can contact you, but if you are in doubt, check with the diocesan office (605-338-9751)*

■ The family of **The Most Rev. Walter Jones** has established a trust in the Diocese of South Dakota to provide encouragement and support for continuing ministry education. Should there be more than one applicant annually for the available funding, preference will be given to those of native heritage. Contact Randy Barnhardt in the Diocesan Office if you have questions regarding the provisions of this fund or if you wish to apply for support.  
605-338-9751  
randy.diocese@midconetwork.com

*(Cannon Ball . . . Continued from page 7)*

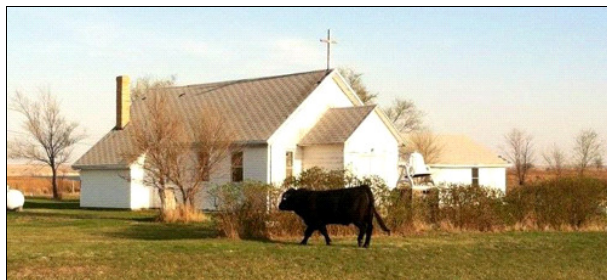
The Rev. Gay Clark Jennings, current president of the Episcopal Church’s House of Deputies, donated candlesticks, processional torches and the Paschal Candle in honor of her predecessor Bonnie Anderson, who helped raise money to build the new St. James.

Many of the major furnishings, including the pulpit, communion rails, pews and a reredos, came from Houglum Lutheran Church in Lake Park, Minnesota, which closed in August 2013 and passed along the items.

The freestanding altar, however, is another story. A simple closed-sided table on whose front the words Wakan (Holy) flank a gold cross had served the St. James congregation as a gift from the Congregational Church at Big Lake on the reservation until the 1990s. When an Episcopal church in nearby Park Ridge closed and its furnishings came to St. James, the old altar went to St. Gabriel’s Camp in nearby Solen. Now it is back at St. James.

Building a new St. James in the 16 months since the fire has been a major effort. A settlement from Church Insurance plus some diocesan money brought \$359,392 to bear but a gap remained. Anderson led the Ikpanazin Rebuilding Fund that gathered another \$67,532, along with \$5,000 in donations and pledges from the St. James congregation. The United Thank Offering gave the church a \$48,500 grant during its 2013 round of funding to help.

The combined fundraising effort exceeded its goals and a second phase is now underway to build a baseball field and picnic areas near the church.



St. James, Cannon Ball, before it was destroyed by fire

## Church Publishing offers eHymnals in Tablet Editions

**T**ablets make great eReaders – and are great for singers, too! Church Publishing, Inc is delighted to offer Episcopal hymnals and songbooks for iPad tablet readers.



|                         |         |
|-------------------------|---------|
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| Lift Every Voice & Sing | \$17.99 |
| Voices Found            | \$14.99 |
| Enriching Our Music 1   | \$14.99 |
| Enriching Our Music 2   | \$14.99 |
| Wonder Love and Praise  | \$20.00 |

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*(Bishop—Continued from page 2)*

his son, that he finds himself both crying and laughing over the same memory. Lives loved, even though lost, give opportunity for God’s joy to be made complete within us. Through the stories I have heard and the experiences I have had, I know it is always there. God’s joy is always there waiting for me to surrender to it.

I pray that this new year I will have the courage to be vulnerable enough to love and surrender to the joy of God which is “invincible, irrefutable.”

*+John*

## Two Women

© Paul Sneve, 2010

This week I buried two women.  
Each were 82,  
frail, thin,  
Both ridden with pneumonia.

One was ready, expectant  
And knew when the hip broke,  
It was time.  
She released herself quickly.

One was not ready, illness begat illness.  
She slipped away from consciousness,  
But yet even un-conscious,  
She held on.

One was wealthy,  
She planned, had documents, accounts, arrangements.  
She didn't really trust her family, but  
A nephew, sworn to allegiance, carried out her will.

One was poor.  
No children, some plans  
But really nothing to leave behind but her smile.  
Her nieces doing their best to honor her.

Both of their families,  
Confused, unsure of what to do,  
What to say or where to go.  
Hoping their prayers would be heard.

I stood before all of them.  
I prayed with them, for them  
And at times, in spite of them.  
All were relieved to see the release of their Auntie.

Are there lessons to be had in the deaths of these women?  
Probably, but lessons are not always visible.  
Death always comes, frequently unannounced  
But even if delayed, Death can heal.

Death can heal the suffering of the dying.  
Occasionally, heal the suffering of the survivors.  
Healing in ways surprising and unexpected;  
Revealing legacies of grace and wisdom.

We buried these women filling their graves  
With hope and love, as if planting a seed  
We, the survivors carry inherited lessons to our children  
Until it is their turn to carry the fruit of our lives... and our deaths.



## 7 Vital Steps Prior to Implementing Major Change

by Ron Edmondson

**A**s a pastor and leader, I am continually dealing with change. Everyday. Change is a part of life, for all of us. Some change occurs without us doing anything. Some change is so routine it requires little thought or preparation by the leader. But, when making major change...change that impacts everyone...change that may be controversial... there are some steps to take before you begin implementation. Failing to do most or all of these, in my experience, could derail the effectiveness of the change. Keep in mind, these are steps I take. You may have a better system in place. If so, please help me learn from you.

### Here Are 7 Steps Before Implementing Major Change:

**1. Establish Trust Authority** – Leaders shouldn't attempt to implement change until they have enough trust of the people to solicit the support necessary for the change. You will need people to follow your leadership and that requires an established relationship of trust. Leaders need to be careful to not move until enough trust is in place for the size of the change. This doesn't mean people will trust, or even like, the change, but it does mean they have trust in the leader.

**2. Personal Confidence And Conviction** – Check your heart. Have you prayed about it? Do you sense any reason you shouldn't do it? In my experience, God gives tremendous freedom to us in how we carry out the mission. That's why there are hundreds of styles and structures of churches all carrying out the same Great Commission. But, before you do anything else, make sure you are in this enough to see it through. Would you be willing to fight the naysayers on this one? Are you willing to lose people over it? I'm not saying it will come to that, but that's the level of commitment you need to have before you introduce major change.

**3. Leadership** – Make sure you get buy-in from those who will most likely end up implementing the change. Personally, I'm seldom willing to move for-

ward if the staff I've surrounded myself with doesn't believe in the change. There may be times I need to vision cast better and help them see the need, but their support is critical if major change is going to be successful.

**4. Focus Group** – On major changes, I like to bring in a group of people who are generally supportive of my leadership, but represent all the major groups within the church. I cast the vision for the change, get their feedback and answer questions. Again, they may or may not immediately agree with the change, but I know they will be a respectful audience. I always tell them that as a leader, I will have to follow the direction I feel God is leading me, but I value their input in the process of discernment. (And, I genuinely do. Make sure you are open to this as a leader.) This step always makes the change better by their input and helps build a base of support for the change.

**5. Stakeholder Analysis** – I try to know the most interested and influential people in the particular change. We attempt to reach out to them first. Again, this step builds support among influencers and usually further enhances the change with their input and hopefully their support. Many times this group become supporters of the change, or at least they don't work against it, because they feel included in the process. (Again, leader, make sure you are open to this input. You need people to make any change effective. The more buy-in you get early the more effective you will be.)

**6. Major Questions Answered** (Or a plan to get them) - One of my goals is getting as many answers to questions as possible on the table before the change is implemented. If we address these in advance the better prepared we will be to handle them when they do arise. In each of the groups listed here, I always ask what questions are in the room and what questions they may sense others will have.

**7. Timetable** – It is impossible to do this perfectly, but having a planned approach to implementing the change makes the change more successful. This needs to be planned, as much as possible, before the change implementation begins. People WILL ask this question. Be realistic with your timetable, but don't be afraid to let it stretch you either. The best change requires an element of faith.

Those are some of the steps I think through before making major change. As a pastor, I know God has called me to lead a church that will always need to be changing as the people we try to reach are changing. Refusing to change simply diminishes our effectiveness and shortens our lifespan as a local church. The more I can do to prepare people for change, the more effective that change can be.

+ Any steps you would add?

Article originally appeared on Leadership from the Heart (<http://davekraft.squarespace.com/>).

# 7

## United Thank Offering

**T**hank you to everyone who has given a thankful donation to UTO during 2013.

As this goes to print, you have contributed \$7881.22 which is over \$1700 more than last year!

The total may change before the end of the year when a check is sent to national UTO. The next issue of the *ChurchNews* will contain the year-end report.

## Grant Applications Open

The UTO Board invites each Diocese to submit **one** grant application for the 2014 UTO grant cycle. Currently, grant guidelines and priorities are available on the UTO website: [www.episcopalchurch.org/uto](http://www.episcopalchurch.org/uto). Beginning January 3, 2014 the online grant application will be available on the same website.

This year the online grant application will first feature a pre-screening questionnaire. They hope that

*(Continued on page 16)*

## Parochial Report statistics keep track of church membership

**B**ased on data received from the Parochial Reports, new facts and figures about membership in the Episcopal Church have been posted here: [http://www.generalconvention.org/gc/parochial\\_reports](http://www.generalconvention.org/gc/parochial_reports)

Among the facts:

- In 2012, membership in the Episcopal Church is 2,066,710 with 1,894,181 in the domestic (50 U.S. states) dioceses and 172,529 in the non-domestic (non U.S. states) dioceses.
- Thirty-three domestic dioceses showed growth in membership in the past year: Alaska; Arkansas; Atlanta; California; Central Florida; Chicago; Colorado; East Tennessee; El Camino Real; Florida; Fond du Lac; Hawaii; Idaho; Iowa; Kansas; Maryland; Mississippi; Missouri; Montana; Navajoland; North Carolina; North Dakota; Northern California; Oklahoma; Pittsburgh; San Joaquin; Tennessee; Texas; Upper South Carolina; Washington; West Tennessee; Western Massachusetts; Western New York.

### Membership Data for South Dakota

|              |        |                                |        |
|--------------|--------|--------------------------------|--------|
| 2011 Members | 9,876  | 2011 Average Sunday Attendance | 2,302  |
| 2012 Members | 9,450  | 2012 Average Sunday Attendance | 2,118  |
| Change       | - 426  | Change                         | - 184  |
| % Change     | - 4.3% | % Change                       | - 8.0% |

About 20% of our South Dakota churches did not turn in reports. Wonder what our figures would be if every church turned in their parochial report, on time . . .

## Making Thunderhead Camp's future solid

Recent research has shown that children and youth who attend a religious camp are more likely to participate in their religious community than those who don't. The camp experience can be an important formative time in a child's life.



Five years ago there were conversations about selling part of the property at Thunderhead Camp so that we could establish an endowment. After much prayerful discernment and many passionate pleas it was decided that selling property in the Black Hills was not the most faithful response to the present or future needs of the camp.

We are launching the first of several plans to build a solid endowment for Thunderhead Camp and its future. We have an initial fund of \$200,000.00. We need to increase that by about eight fold to assure Thunderhead's future sustainability.

The first step in reaching our goal is to accept the challenge of one of our TEC board members who has pledged a dollar a day toward the TEC Endowment. If one hundred people from around the diocese would accept the \$1.00 a day challenge it would increase our endowment by \$36,500.00 a year and generate \$1,460.00 in income for TEC each year in perpetuity.

I (We) \_\_\_\_\_ accept the \$1.00 a day (or other amount \_\_\_\_\_) challenge to help make Thunderhead Camp sustainable.

Please send your pledge to  
Thunderhead Camp  
The Episcopal Diocese of South Dakota  
500 S. Main Ave.,  
Sioux Falls, SD 57104

or email it to: [office.diocese@midconetwork.com](mailto:office.diocese@midconetwork.com).

Thank you for your support.

*+Bishop John*

Every copy of *The South Dakota ChurchNews* that has an incorrect address is returned to us with a 75¢ postage due charge.

Please use this form to correct your address or supply your new address BEFORE you move.

**Thanks!**

Moving? Please tell us...

Change     Contribution     Cancellation

Name.....

NEW Address.....

City, ST, Zip .....

Effective Date .....

Church we will attend after move .....

Mail to:

South Dakota ChurchNews  
500 S. Main Avenue  
Sioux Falls, SD 57104-6814

CLIP  TO INCLUDE CURRENT ADDRESS IMPRINTED ON OTHER SIDE

Bishop's visitation & travel  
dates in bold letters

# Diocesan Calendar

## JANUARY 2014

Jan 1 Diocesan Office closed  
**Jan 5 Bishop visits Tiospaye Wakan, SF**  
**Jan 12 Bishop visits St. Andrew's, RC**  
**Jan 19 Bishop at Watertown**  
**Jan 19 Deacon Ordination of Richard Zephier**  
 Jan 20 Diocesan Office closed  
 Jan 21 TEC Board Mtg, Pierre  
 Jan 21 Diocesan Council Mtg, Pierre  
**Jan 26 Bishop visits St. Paul's, Brookings**

## FEBRUARY

**Feb 2 Bishop visits Flandreau**  
**Feb 7-9 Bishop visits East Tennessee**  
 Feb 7-8 Open Spaces Ministry Weekend  
 Feb 10 *ChurchNews* Deadline (Mar/Apr issue)  
**Feb 15-17 Bishop at Winter Talk**  
 Feb 18-21 Clergy Retreat, Rapid City  
**Feb 23 Bishop visits Belle Fourche**

## MARCH

Mar 2 TEC Sunday  
**Mar 2 Bishop visits Watertown**  
 Mar 7-8 Niobrara Council, Santee  
**Mar 9 Santee/Yankton Missions**  
 Mar 14-15 Dakota Experience, Rapid City

**Mar 20-26 House of Bishops, Camp Allen**  
 Mar 22 SD Church History Class, Wagner  
**Mar 30 Bishop visits Trinity, Pierre**

## APRIL

**Apr 6 Bishop visits Milbank**  
 Apr 9-11 Conference Against Violence, OK City  
 Apr 10 *ChurchNews* Deadline (May/June issue)  
 Apr 11-12 Commission on Ministry Mtg  
 Apr 26 SD Church History Class, Pierre  
**Apr 27 Bishop visits Calvary Cathedral**

## MAY

May 2-3 Niobrara Exec Council, Santee  
**May 4 Bishop visits Spearfish**  
**May 11 Bishop visits Rosebud Mission (West)**  
 May 17 Church Polity & Admin Class, Pierre  
**May 18 Bishop visits Mitchell**  
**May 24-25 Bishop on Standing Rock Mission**  
 May 26 Diocesan Office closed



Episcopal Church Parochial Report forms now available

All congregations in the Episcopal Church are canonically required to complete and submit the Parochial Report annually. Data derived from the Parochial Report is used by the Episcopal Church Research Office, dioceses, congregations, and the House of Deputies Committee on the State of the Church to track attendance, trends, membership and other critical information for the purpose of planning mission strategy and its funding.

Forms for the Episcopal Church Parochial Report for 2013 are now available at:

<http://www.episcopalchurch.org/page/parochial-report>

Also available on the web are general instructions for completing the Parochial Report forms as well as line-by-line details listed in the workbooks.

In December, the Office of General Convention issued a filing packet to all congregations and dioceses with filing commencing on January 2, 2014.

For more information contact the Diocesan Office.

**Reports are due March 1, 2014**

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this questionnaire will help you to ensure that your grant is within criteria.

The 2014 Online Grant Application will be available from 9am (EST) on Fri, Jan 3, 2014 until 5pm EST on Fri, Feb 28, 2014. **All applications must be complete to be considered for funding.** Grants are for one year from the time the funds are received.

**Grants will be approved in the Spring of 2014. Funds will be distributed starting in June 2014.** Please review applications in light of this timeline for receipt of funds if a grant is awarded.

The application can be saved and closed as many times as needed to complete it. All supporting documents, including budgets, letters of endorsement and the signed Accountability Statement, must be uploaded or scanned and uploaded into application for it to be considered complete by the deadline. **Incomplete applications will not be considered.**

***The Episcopal Church in South Dakota is a sacred circle gathered around Jesus in prayer, loving and serving God and our neighbor in Jesus' name.***

The Mission of the Diocese of South Dakota is to restore all people to unity with God and each other in Christ through the ministry of all.