

ANNUAL MEETING  
GRACE EPISCOPAL CHURCH  
JANUARY 15, 1989

AGENDA

- A. Opening Prayer
- B. Call to Order
- C. Minutes from 1987 Annual Meeting
- D. Year-End Financial Report
- E. Proposed 1989 Budget
- F. Consideration of Annual Reports
- G. Old Business
  - 1. Structural engineer's report
  - 2. Other
- H. New Business
  - 1. Youth Convention
  - 2. Ethics in America
- I. Reelection of Bishop's Committee
  - Election of Delegates to Diocesan Convention (Oct. 5-7)
- J. Vicar's Report
  - 1. Status of grant
  - 2. New Vision
    - a. Where are we?
    - b. Where do we want to go?
- K. Adjournment

ANNUAL REPORT - 1988

VICAR'S REPORT

The Catechism, in both the 1928 and 1979 Books of Common Prayer define the sacraments as "outward and visible signs of inward and spiritual grace, given by Christ as sure and certain means by which we receive that grace." That applies specifically to the seven sacraments recognized by the Episcopal Church, that is, Baptism, Eucharist, Confirmation, Ordination, Holy Matrimony, Reconciliation of a Penitent, Unction of the Sick. But contemporary theologians also see the Church as a sacrament, in that it is an outward and visible sign of the presence of Christ in the world. Or to put it more succinctly, we, as Christian disciples, are the outward and visible sign of Christ's presence in the world. Imagine that, you and I, sacraments, the means of the grace of God to the world.

That, my friends, is the mission and ministry of Grace Episcopal Church--to be sacramental for the sake of the world--to know Christ's love and grace, and to make that grace known in the world--to bring the good news of Jesus as redeemer, as liberator, as brother, as lover, to a world desperately searching for peace and justice. Newsweek, in this latest issue, describes the legacy of President Reagan as one which restored the "soul of a nation." We, as Christian disciples, are called to be instruments of reconciliation so as to restore the soul of the entire created order.

And so we look to 1989 and how we best live out that mandate. We can no longer use the excuse that we are too small to make a difference, or that we do not have the necessary resources to make any impact in Madison, let alone the world. We have a special gift to give, that is, a community of loving persons who can offer a safe place, a haven of security, to many who live in our midst and who need to belong somewhere. We are a family. Oh, yes, we rub against one another; we trip over our insecurities and our frailties; we ask the best of one another and wish sometimes that the other person were a little more compassionate or a less abrasive. But we are a family, and when push comes to shove, we gather together in unity and harmony, supporting one another, affirming one another, encouraging one another. That doesn't cost anything; it is freely given to us and can be freely given to others. We don't need a sufficient outlay of capital to love and be loved. We don't need to parcel away a nest egg to be used for that "rainy day" in order to invite others into this family called Grace Church. We do, however, need to do the loving and the inviting, to risk sharing our faith stories, to dare to believe that God has gathered us together for a reason and a purpose, that we are not a cosmic accident in the larger life of the Church.

Let us then renew with vigor our call to be disciples of Christ--to continue in the apostles' teaching and fellowship, in the breaking of bread, and in the prayers; to persevere in resisting evil, and whenever we fall into sin, repent and return to the Lord; to proclaim by word and example the Good News of God in Christ; to seek and serve Christ in all persons, loving our neighbors as ourselves; to strive for justice and peace among all people, respecting the dignity of every human being. When we do that, with the help of God, the resources will flow in abundance, and we will know what it means to be blessed.

*M. Karen*

## Senior Warden's Report

There is a new spirit at Grace Episcopal Church in Madison.

While time has thinned the ranks of some of our long-time, stalwart members, it is exciting to see younger families in the pews for Sunday services and to hear the voices of children in the Guild Hall.

The every-member canvass at year-end was a success, with nearly every person contacted.

Not only were pledges of support obtained, but opinions about the church and its future were garnered from questionnaires completed. Although it takes time and effort, an annual canvass would be a worthwhile endeavor.

Your Bishop's Committee continues to wrestle with financial problems, but it is gratifying that we were able to complete 1988 with our pledge to the diocese paid in full. (Unlike the unpaid balance carried over from 1987 into 1988).

Our aging church building is both an asset and a liability. It's 100-year-old historic charm is a plus, while the crumbling mortar, particularly in the north and east walls, poses a problem for the future.

The ministry of the church is flourishing under the Rev. Karen Hall, and we are hopeful that she will remain with us for some time in the future. It is exciting to have clergy in residence after so many years. I believe that continuity in clerical leadership is a must if Grace Church is to fulfill its full potential of service to the Madison area community.

I would like to thank the loyal members of Grace Church who have given so freely of their time and resources during the past year. With a continuation of such spirit, we can look forward to the future with hope and renewed assurance of progress in our mission.

*Merrill Hunter*

Junior Warden Report  
Grace Episcopal Church  
Madison, South Dakota 57042

January 11, 1989

The year 1988 brought about some physical changes in the church, some quite visible, and others not as evident.

The first to be completed was the guild hall painting project. This was completed with the installation of the new grounded electrical outlets in the guild hall, and with the installation of additional electrical outlets in the kitchen.

The second major project was repair of the organ. Due to the nature of the damage to the tone generator, it was decided to install the upgraded unit for the organ that is available. However, in doing so, necessary modifications to the organ had to be made and the work is scheduled for completion during the month of February. The necessary electronics work for this project (approximately 100 hours labor) and the cost of the upgrade unit was donated to Grace Church by a member of the church. Hopefully soon, the organ once again will be with us.

The work on the lawn continues each year. This year saw the addition of some flowers along the entry to the church in addition to some shrubbery. Unfortunately, some of the shrubs did not survive the dry summer, but and the flowers flourished under the dedicated care of Lois. She was the one that carried water to the flowers every night during the dry summer. A special thank-you to Gary and Heather for their help with the leaves this fall. Gary donated the use of his pickup to haul the leaves as we mowed and bagged the leaves this fall so the lawn would look presentable and be prepared for winter. Also a thank-you to Ben Johnson for his assistance in the fall lawn cleanup.

Highly appreciated, is the efforts of Larry Johnson in keeping the sidewalk and steps free of snow this past winter and the first snow falls of this winter.

What does the future hold? Installation during the month of January of wireless microphones that work with the current "speaker system". This will enable the person that is talking to use the system from any point in the church or guild hall, without being "tied" with a cord to the master amplifier.

Also in the future is the completion of the window work and entry trim in the sacristy, hopefully in May of this year.

Another project scheduled for this summer is the repairing of the cracks in the walls of the second floor and the complete

painting of the second floor hall, rooms, and office. Also this early summer (June) will see the remodeling of the storage room on second floor.

The buildings and grounds committee will be asked at the May Bishop's Committee meeting to draw up a plan by the July meeting for the renovation of the kitchen. Whether that work will be done during this year, will depend upon the total cost and available funds.

Finally, another project that will be a massive undertaking will be the repair of the north and east walls of the church. As some have noticed, the outer wall has separated from the inner wall on the north side. What has caused this is only speculation until we have received a report from a structural engineering firm, one that has experience with STONE buildings. How would this repair work be completed? THIS IS ONLY A GUESS, but it would probably proceed as follows:

A supporting structure would be erected on the north side of the building to support the roof. Then the interior wall would be taken down. Next would be a blueprint drawn up for the stone wall, with each stone being numbered. Each stone would then be taken down, one by one. The foundation would then be repaired, the stone wall rebuilt and a new interior wall built. The same process would be used on the east wall.

This same process was used to repair the WHITE HOUSE beginning in 1948 and continued until 1952. In the White House, a new inner structure of steel girders was erected on a new foundation of concrete pylons built into the ground. This was done because it was built on shale, and that is not exactly the most stable surface. The old sandstone walls were anchored to the steel inner structure. Thus all of the interior floors and walls are supported by the then new steel structure and the outer walls are also supported the same way. The cost, well please remember the White House is 132 rooms but I believe it was around 36 million dollars. A lot of money in 1948, but less than an F-14 fighter plane today.

The preceding historical note was for general interest, but the engineering practices would be the same for the church, but only on a much smaller scale. The cost? It would be appropriate to speculate until the firms report has been submitted and their recommendations considered. It should also be noted however that Medieval Castles have stood for centuries as have European Churches.

Grace Church is approaching it's centennial. It has been on the land for almost 100 years, and with care and consideration, it will be here for the another century.

There is always work to be done. Without proper care, buildings do not become "old." They don't even fade away, they become ruins.

This concludes the Junior Warden's report for 1988.

Submitted this 12th day of January 1989

by

A handwritten signature in cursive script, appearing to read "Richard". The signature is written in dark ink and is positioned to the left of the typed name.

Richard Moose  
Junior Warden  
Grace Episcopal Church

## Agenda

Bishop's Committee  
January 18, 1989

- A. Evening Prayers: The Confession of St. Peter the Apostle
- B. Minutes of December meeting
- C. Any further discussion of year-end financial statement
- D. Old Business
  - 1. Report from Fred Stewart and Mo. Karen on meeting with structural engineer
  - 2. Mics and organ
  - 3. Feedback from Southeastern Mental Health Center
  - 4. Feedback about Annual Meeting
- E. New Business
  - 1. Lent
    - a. shared services with Flandreau?
    - b. Lenten study? Evangelism or evangelistic, or why is it important for us to be Episcopalians and why do we want others to be Episcopalians?
    - c. Lay reader services on off weeks?
  - 2. Mo. Karen's vision for 1989
    - a. Pastoral Care/Outreach to shut-ins and community
    - b. What to do with adult education?
    - c. Evangelism
      - 1. What sort of strategy are we willing to commit ourselves to?
      - 2. Bring-a-friend-to-church Sunday with time for questions following the service. Suggested date: April 2. Workshop/seminar/teaching session: When?
  - 3. Other
- F. Adjournment: Next meeting February 15.

*Katherine Brewer*

ANNUAL REPORT

GRACE EPISCOPAL CHURCH  
MADISON, SOUTH DAKOTA

1988



Wider Area Ministeries Discretionary Fund

1988 Financial Statement

Balance: January 1, 1988 \$139.60

Income:

4th Sunday: Grace Church	\$ 82.99	
Honorariums	379.25	
Special Gifts	340.00	
Reimbursements	<u>162.05</u>	964.29
Total Income		\$1103.89

Disbursements

Church Supplies	101.63	
Sunday School/Flandreau	51.40	
Diocesan Support/Deanery	50.00	
Journals	85.00	
Conferences	132.55	
Outreach	<u>518.55</u>	
Total Disbursements		\$ 939.12

Balance: December 31, 1988 \$ 164.76

Respectfully submitted: The Very Rev. Karen E. Hall

PROPOSED BUDGET FOR 1989

Grace Episcopal Church

	<u>Projected: 1989</u>	<u>1988 Budget</u>
<u>INCOME</u>		
Pledges	7500.00	7000.00
Plate/Discretionary Fund	600.00	750.00
Interest/CD	950.00	1200.00
Interest/Rectorry Acct Reimbursement	900.00	900.00
Fund Raising Events/Miscellaneous	<u>300.00</u>	<u>75.00</u>
Total	10,250.00	9925.00

DISBURSEMENTS

Heat	1500.00	1500.00
Electric	300.00	300.00
Telephone	350.00	400.00
Organist	500.00	500.00
Clergy	6000.00	6000.00
Diocesan Pledge	1460.00	1328.00
Repairs/Capital Improvements	900.00	500.00
Insurance	1000.00	1000.00
Bulletins/Sunday School	350.00	350.00
Church News	87.00	72.00
Convention Expense	100.00	150.00
Miscellaneous	100.00	100.00
Seminary	-	180.00
Cleaning	-	<u>30.00</u>
Total	12,647	12,450

Projected Shortfall	2397.00	2525.00
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Projected Income from 10/1/88 to 12/31/88

Pledges	<u>1377.00</u>	---
Plate	200.00	
Interest-Rectorry	900.00	
Total	<u>2477.00</u>	

Disbursements

Accounts Payable	918.00
Heat	300.00
Electric	100.00
Telephone	100.00
Organ	120.00
Clergy	1500.00
Supplies, Bulletins	100.00
Insurance	273.00
Total	<u>3411.00</u>

Projected Shortfall	934.00
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Episcopal Church Women  
Grace Church

Checking acct Jan. 1, 1988

Balance 1/1/1988 34.99

Income:

Kinco 29.80

Wedding 25.00

Ordination 30.00

Funerals 150.00

Popcorn 57.00

Beginning Bal and Income

291.80  
326.99

Expenses:

Telephone 52.23

Forward 32.70

Pine 11.00

Gifts 47.42

Supplies 87.42

Christmas 19.53

Altar 2.75

Candlelight 15.90

New Balance 1/1/89

268.95  
57.84

Savings acct.

357.61

Submitted by  
Doris Moore  
1/1/89

Episcopal Church Women  
Activity Report  
1988

- January - Jennifer Kinyon & Gary Jeratowski  
wedding reception  
Annual Meeting Potluck  
Purchased Tablecloths for tables  
in Guild Hall
- February - Potluck for visitation of Bishop  
Anderson
- March - Hosted World Day of Prayer
- May - Purchased and presented Sunday  
School attendance pins and  
award pins  
Gave gifts to graduating seniors  
of high school and college
- June - Reception for Jim Pearson's Ordination
- July - Luncheons for funerals of Myrtle  
Newcomb and Frances Pfotenhouer
- September - Hosted stewardship potluck  
Held Rummage Sale
- December - Purchased and presented gifts to  
Advent Program participants
- All year - Supplied Forward (Day by Day)

DECEMBER, 1933 FINANCIAL STATEMENT

*Last Year*

<u>CASH RECEIPTS</u>	<u>December</u>	<u>YEAR, 1933</u>	<u>BUDGETED</u>	<u>LAST YEAR, 1932</u>
Pledges	606.00	7477.00	6000.00	6143.30
Plate	13.60	525.98	525.00	357.39
Discretionary Fund	2.00	82.74		115.81
Miscellaneous	1.00	118.50	75.00	14.10
Interest/Rectory Fund	912.21	912.21	900.00	1042.26
Interest/U.S.		917.87	1000.00	1027.35
Credit Union		1002.20		
Savings Account		1149.18		521.00
Rummage Sale		303.93		135.00 (Guild)
Church News		21.00		43.00
Re-Imbursements		222.81		169.42
Debt Reduction		300.00		
T.E.C.		80.00		26.00
T.E.C. Camp		53.00		
U.T.C.		231.58		93.20
Raffle Tickets		94.50		
Good Friday		28.00		
Comm. on Ministry		85.00		
World Day of Prayer		94.15		
Gideon Bibles		21.95		
Special Offerings		550.00		530.00
<b>TOTALS</b>	<u>1534.81</u>	<u>14,301.60</u>	<u>8500.00</u>	<u>10,763.40</u>
Bank Balances	32.52	101.50		496.00
	<u>1567.33</u>	<u>14,403.10</u>		<u>11,259.40</u>

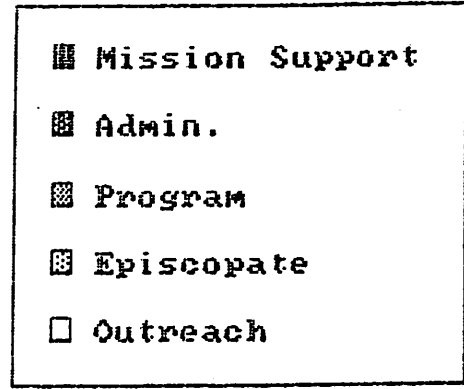
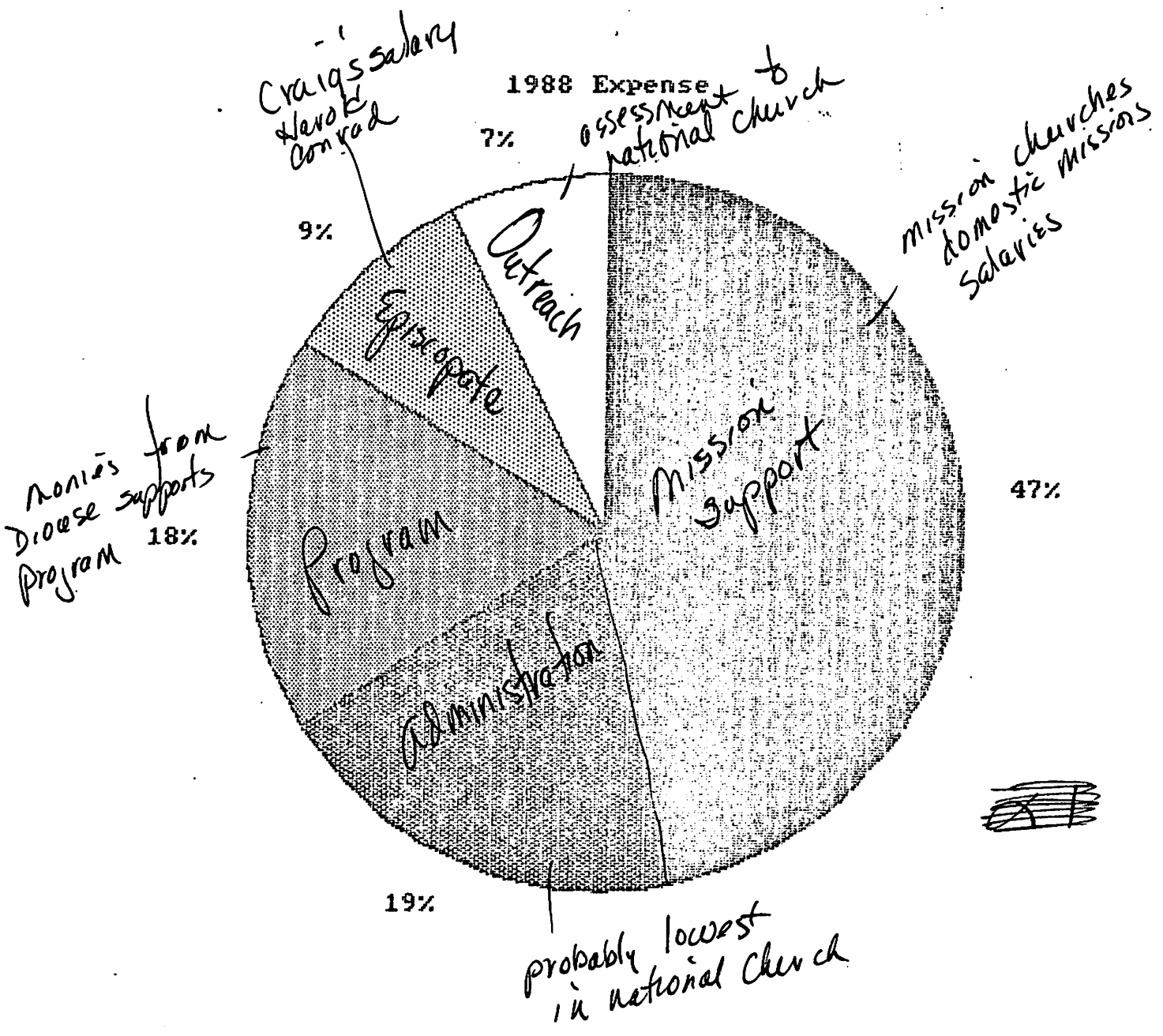
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<u>CASH DISBURSEMENTS</u>				
Heat	166.99	1401.10	1500.00	1101.95
Electric	17.09	328.11	300.00	294.15
Telephone	33.62	594.14 (-222.8)	400.00	518.57 (-129.49)
Organ	40.00	520.00	500.00	510.00
Discretionary Fund	2.00	82.74		115.81
Clergy	500.00	6014.60	6000.00	4250.00
Diocesan Pledge	517.68	1328.00	1328.00	1300.00
Insurance	240.00	714.00	1000.00	1096.40
Supplies		162.47	350.00	54.63
S. S. Supplies		107.26	100.00	61.99
Alter Supplies		1149.18		321.00
Repairs		199.17	500.00	332.59
Snow Removal		35.00	30.00	68.00 (Cleaning)
Church News		87.00	72.00	72.00
Convention Expense		29.00	150.00	
U. T. O.		231.58		93.20
T.E.C. & Camp		133.00		26.00
World Day of Prayer		94.15		
Rummage Sale Ads		7.70		
Debt Reduction		300.00		48.71 (Guild)
Seminary		150.00	180.00	360.00
Comm. on Ministry		85.00		
Good Friday		23.00		
Gideon Bibles		21.95		
Special Offerings		550.00		530.00
<b>TOTALS</b>	<u>1817.38</u>	<u>14,353.15</u>	<u>12,410.00</u>	<u>11,157.90</u>
Bank Balances	49.95	49.95		101.50
	<u>1567.33</u>	<u>14,403.10</u>		<u>11,259.40</u>

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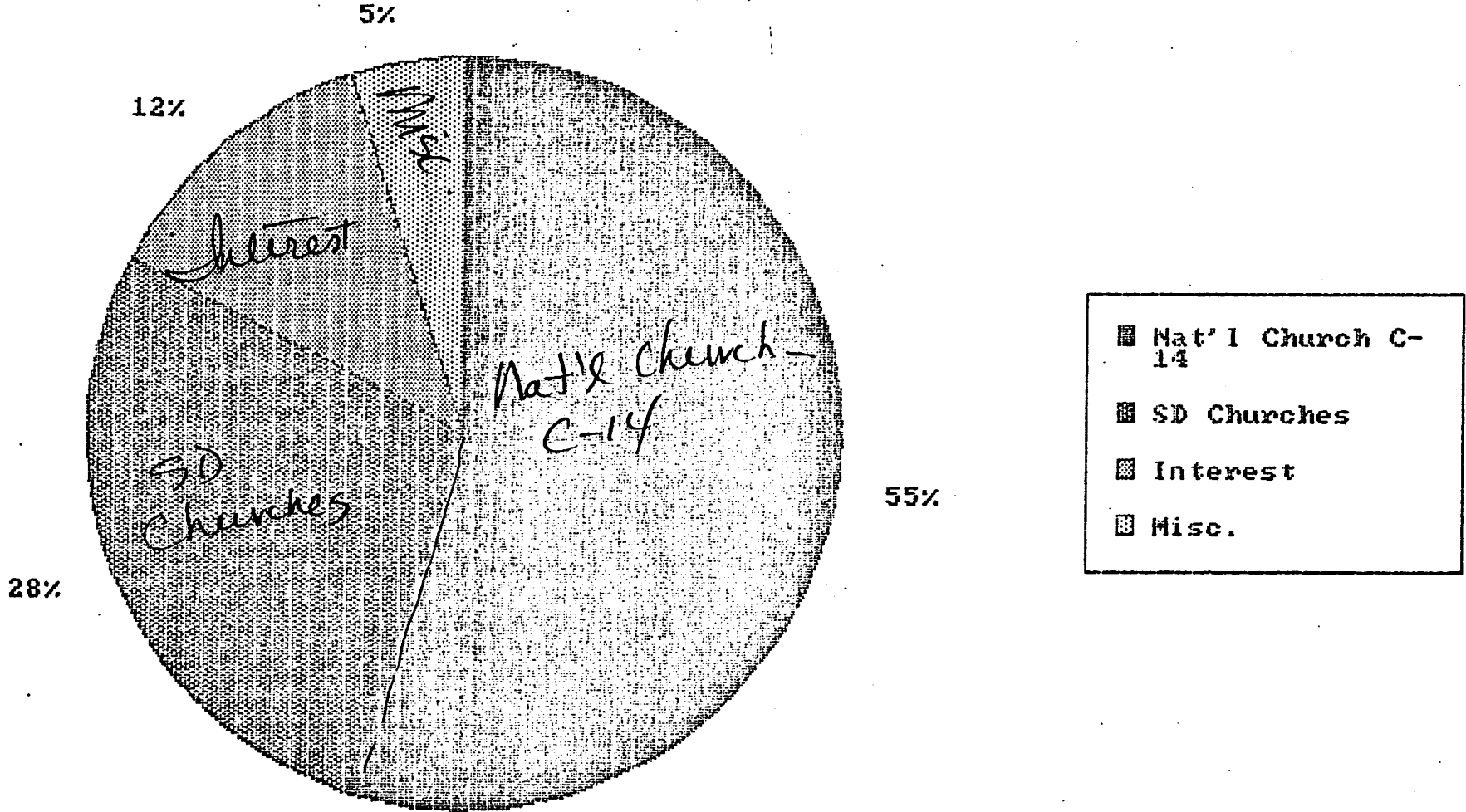
<u>ACCOUNTS PAYABLE</u>		
Insurance	240.00 <i>pd. now</i>	Credit Union Certificate 14,500.00
Fidelity Bond	33.00	Savings Account Balance 1,664.19
Sunday Inserts	19.40	
	<u>292.40</u>	

65% - Mission support Program

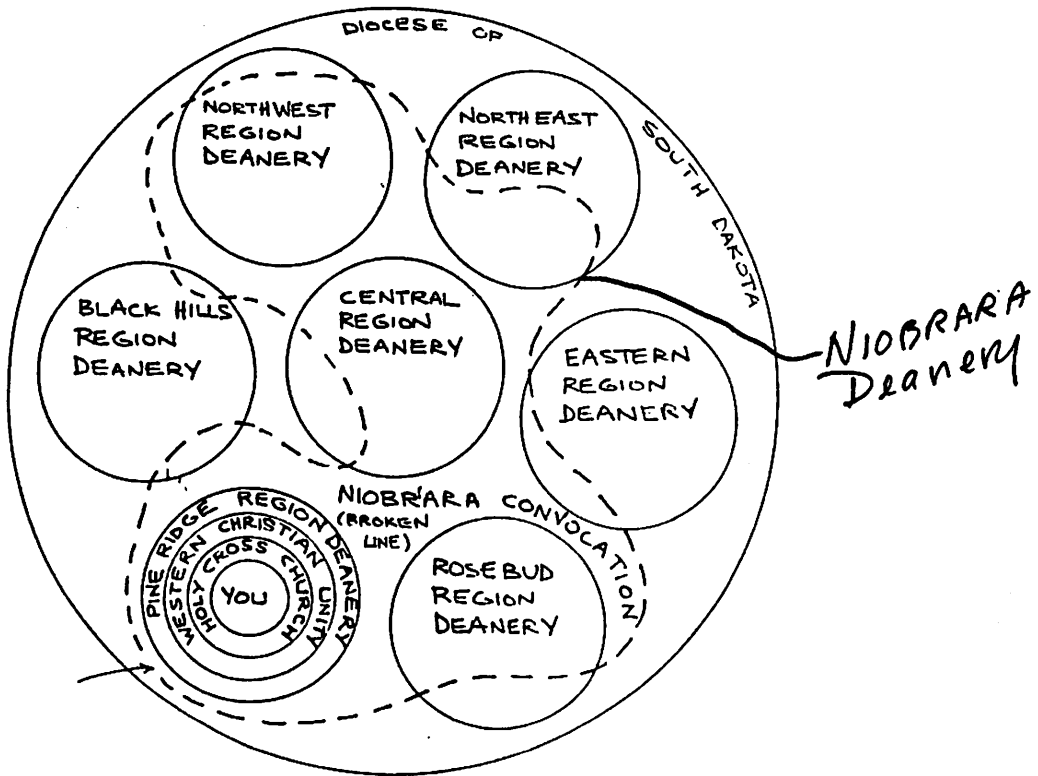
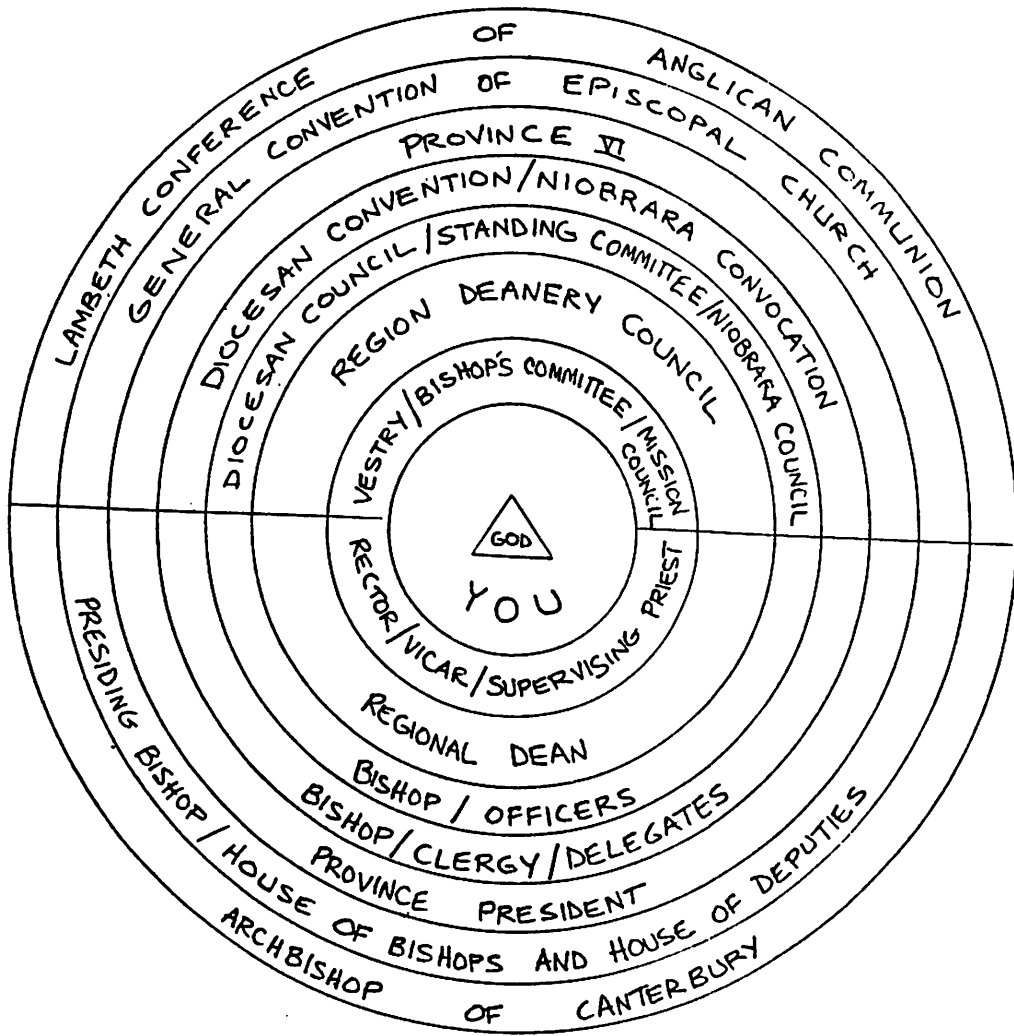


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1988 Income



$\alpha = \$1.1$  million income





GRACE EPISCOPAL CHURCH  
306 NW 3rd  
Madison, South Dakota 57042

The Very Rev. Karen E. Hall, Vicar      Church: 256-2325    Home: 256-9440

January 6, 1989

To:    Members of the Bishop's Committee

From: Mo. Karen *Karen*

RE:    Diocesan Letter of Agreement

Enclosed is a Position Description and Expectations for the Vicar of the Wider Area Ministries, and a Diocesan Letter of Mutual Agreement. Please review this document. Merrill, as Senior Warden, is prepared to sign in approval this document. If you have any concerns, or wish to discuss this further, please let either Merrill or me know by January 11. The Position Description is the same as last year's, and the Diocesan Letter of Agreement is in force only through May 31, 1989.

If we do not receive any objections to this document by January 11, I will instruct Merrill to endorse this document and will then forward it to the Diocesan office.

Thank you for your consideration.

THE DIOCESE OF SOUTH DAKOTA

APPENDIX A

Position Description and Expectations

Vicar of Grace Church, Madison;  
St. Mary's-Our Blessed Redeemer, Flandreau;  
St. Stephen's, DeSmet

OBJECTIVES

To lead the Wider Area Ministry churches so that the parishioners in each of these churches may continue to know Christ and make him known. The Vicar of the Wider Area Ministry churches is to pastor and nurture these churches in such a way that each church feels whole rather than fragmented, utilizing the time agreed upon elsewhere in this covenant.

DIMENSIONS

Churches served: Grace Episcopal Church, Madison  
St. Mary's-Our Blessed Redeemer, Flandreau  
St. Stephen's, DeSmet

Sunday Services: St. Mary's-Our Blessed Redeemer every Sunday at 9am  
Grace Church, every Sunday at 11am  
St. Stephen's, 2nd and 4th Sundays at 2pm

This schedule is subject to revision for the following reasons:

1. Bishop's Visitations
2. Cancellation of services due to weather conditions
3. Illness
4. Diocesan responsibilities

Ministerial Association rotation for Nursing home services in Madison and Flandreau

Regular services at the Flandreau Indian School, generally on the third Sunday of the month at 4pm.

Diocesan responsibilities:

1. Dean of the Eastern Deanery
2. Chair: Commission on Christian Social Concerns
3. Member: Commission on Chemical Dependency and Abuse

Weekly Schedule:

1. Monday: Day Off
2. Tuesday: DeSmet/Madison
3. Wednesday: Flandreau
4. Thursday and Friday: Madison
5. Saturday: Madison: Sermon Prep, study days, etc.

## NATURE AND SCOPE

The Vicar of the Wider Area Ministries is pastor, priest and teacher. She is responsible directly to the Bishop, but accountable to the Bishop's Wardens and Bishop's Committees of all three churches. The Bishop's Committees are responsible for all administrative, physical and financial matters pertaining to the life of the churches in concert with the ministry of the Vicar. Volunteer lay leaders, including the Bishop's Committees, will assist by helping with church school, social and community programs and worship, as required and set forth in the Book of Common Prayer and Canons of the Church. The Vicar will provide leadership in the areas of worship, Christian formation, stewardship and evangelism, pastoral care and outreach.

## ACCOUNTABILITIES

Of the Very Rev. Karen E. Hall

1. Lead worship, preach the Gospel and administer the sacraments so that the congregations are given opportunity for spiritual renewal and meaningful response to Christ.
2. Provide for pastoral care of the parishioners so that individual and family joys, anxieties, stresses and crises are met with Christian concern.
3. Guide members of the Bishop's Committees, lay readers and the congregation in maintaining current mission goals and objectives and to make recommendations for the future. This will include a concerted effort in evangelism and church growth, Christian education, and youth programs.
4. Motivate and challenge the congregations to continue to recognize the needs of others so that their members respond with their time, abilities and money, within and beyond the mission churches.
5. Participate in community, deanery and diocesan activities so that the mission of the congregations beyond themselves is furthered. Report to the Bishop's Committees on Diocesan activities.

## ACCOUNTABILITIES

Of the Bishop's Committees of the WAM Churches

1. Pray for, support and uphold Mo. Hall in her ministry.
2. Support the ministry of the church by regular attendance at Sunday services and through regular stewardship of time and money for the forward progress of the ministry.



3. Assist the Vicar in guiding the congregations in the areas of Christian education, evangelism, stewardship, worship, pastoral care and outreach, and any other areas of ministry that are needed.
4. Notify the Vicar in a timely manner when pastoral duties are needed, e.g. illness, death, crisis.
5. Maintain effective communication with the Vicar.

Page 2, Letter of Mutual Understanding and Expectations

It is also agreed that Mother Hall will continue her ministry as Dean of the Eastern Deanery.

**REVIEW**

It is expected there will be a Review of this ministry no later than May 1, 1989 by Mother Hall, representatives of the congregations, and a member of the Bishop's staff. This Review will be in a form specified by the Bishop or his representative.

**TIMES OF WORK AND LEAVE**

It is understood that Mother Hall will, in consultation with the Bishop, or his representative, undertake such ministries as are appropriate within the local community, Eastern Deanery, and the Diocese as a part of her responsibilities.

It is expected that Mother Hall shall work such time as necessary to effectively accomplish her ministry, but shall take at least one (1) full day per week away from parochial duties. It is understood that this day shall be an uninterrupted 24 hour period of time. It is understood that compensatory time off is allowed. Compensatory time off should be taken as ministry permits, and should be no more than two (2) days at a time. Further, it is expected that Mother Hall's day off will be made known to the congregations she serves and should be respected by all parties.

It is understood that Mother Hall will have the following periods of leave at full pay: national holidays (to be taken so as not to interfere with worship on major religious holidays) and tribal festivals or pow-wows as appropriate and within reason. Leave is accrued at the rate of 2.5 days per month, to be used prior to May 31, 1989.

**COMPENSATION**

It is understood that Mother Hall's compensation will be as set forth in the annexed Appendix B. Factors governing compensation are set forth in the annexed Appendix C. Travel expenses incurred outside the mission field, on approved Diocesan business, will be re-imbursed by the Diocese at current rates and in accordance with Diocesan Council policies. It is understood that all cash payments will be made in FIVE (5) monthly payments, on or before the 26th of each month.

It is understood that pension and life/health insurance premiums will be paid by the Diocese during the term of this Letter, the amounts of such payments being set forth in the annexed Appendix B.

Page 3, Letter of Mutual Understanding and Expectations

It is understood that those administrative office expenses incurred in the course of this ministry will be paid by the congregations.

It is expected that Mother Hall will maintain a Discretionary Fund for her use, and that such funds will be kept and used in accordance with the Canons of the General Convention of the Episcopal Church, the Canons and policies of the Diocese of South Dakota, and Internal Revenue Service guidelines. It is expected that records will be kept for Diocesan audits. Further, it is expected that outside funds will be reported to the Diocesan Office and that a record of all receipts and expenses be kept and are subject to Diocesan audit.

It is understood that if assistance is needed in preparing income tax forms Mother Hall may contact the Diocesan Finance Officer for assistance in this and other financial matters.

**ADDITIONAL UNDERSTANDINGS**

It is understood that if at any time Mother Hall or the Eastern Deanery WAM is unable to fulfill the understanding and expectations, in part or in whole, as set forth in this Letter, that Mother Hall should contact the Diocesan Office as soon as possible. It is understood that the Bishop will designate someone to assist in resolving conflicts resulting from either party being able to fulfill the understandings and expectations as set forth in this Letter.

This Ministry Declaration may be modified at any time with the written concurrence of the participants. Any modification shall not become effective until the acceptance of the Bishop is endorsed thereon.

Dated this \_\_\_\_ day of \_\_\_\_\_, 19 \_\_\_\_.

By \_\_\_\_\_, Senior Warden, Grace Church,  
Madison, SD

\_\_\_\_\_, Senior Warden, St. Mary's and OBR,  
Flandreau, SD

\_\_\_\_\_, Senior Warden, St. Stephen's  
DeSmet, SD

\_\_\_\_\_, The Reverend Karen E. Hall,  
Vicar

Page 4, Letter of Mutual Understanding and Expectations

**ACCEPTANCE**

The undersigned, as Bishop of the Diocese of South Dakota, having examined the foregoing Letter of Agreement, does, pursuant to and in accordance with the Canons of the General Convention and the Diocese of South Dakota accept the same and concur in the appointment of the Reverend Karen E. Hall as Vicar of Eastern Deanery Wider Area Ministry in accordance with the declarations as hereinbefore set forth.

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 19\_\_\_\_\_.

---

The Right Reverend Craig B. Anderson



The Diocese of South Dakota

SALARY & BENEFITS FOR 1989

Mission Clergy

The Reverend Karen Hall  
January 1, 1989 to May 31, 1989

Direct Payments to You:

Base Salary for 1988 . . . . .	\$ 6,515
Factor 1 . . . . .	125
Factor 2 . . . . .	195
Factor 3 . . . . .	326
Factor 4 . . . . .	-0-
Utilities . . . . .	2,300
Bonus for Dean . . . . .	250
Total . . . . .	\$ 9,711
(Pension Assessment figured on this amount)	
Travel . . . . .	2,000
<u>Total</u> . . . . .	\$11,711

Your Monthly Pay Check will be . . . . . \$ 2,342

Paid on Your Behalf:

For Health & Life Insurance . . . . .	\$ 744
For Pension . . . . .	1,875
For Housing . . . . .	2,085
(equivalent value for pension purposes)	

Your Total Salary & Benefit Package for 1988 is \$16,415