

Draft November 6, 2017

Minutes of the Meeting of the Board of Directors of The Dominican Development Group

Annual Meeting of the Dominican Development Group Monday, November 6, 2017 Diocese of the Dominican Republic Diocesan Office, Santo Domingo, Dominican Republic

The Board of Directors of the Dominican Development Group met from 9 a.m. until 3:30 p.m. on Monday, November 6, 2017, in the Holly Conference Room of the Diocese of the Dominican Republic in Santo Domingo.

Members present:

Bishops of Companion Dioceses –The Rt. Rev. Julio Holguín (Dominican Republic, First Vice President), and the Rt. Rev. Moisés Quezada (Dominican Republic);

Bishop's Designated Representatives - Julia Ariail (Georgia, Secretary), the Rev. Deacon Beth Drew (Western Michigan, President), Katie Forsyth (Eastern Michigan), the Rt. Rev. Michael Garrison (Southwest Florida), Harriet Green (Western Louisiana), Tom McGowan (Nebraska), David Morrow (Northwest Texas, Treasurer), and Eric Travis (Michigan);

At Large Members - The Rev. Hilario Albert (New York), Julius Ariail (Georgia), Karen Carroll (Dominican Republic), John Gruetzmacher (The Episcopal Church in South Carolina), Joy Holl (South Carolina), the Rev. Deacon Alexander Romero (Dominican Republic), the Rev. John Shaffer (Nebraska), the Rt. Rev. William Skilton (Dominican Republic); and

Executive Director Bill Kunkle (Southwest Florida).

Guests: Melissa Peeler, Don Peeler, Ann Reese, Rick Reese, Ellen Snow, Dcn. Bob Snow (all Diocese of Nebraska), Bob Stevens (Southwest Florida), the Rev. Mark Bozzuti-Jones (Trinity Wall Street, New York), Bonnie Gruetzmacher (The Episcopal Church in South Carolina), Carol Garrison (Southwest Florida), Joanne Lemieux (Western Michigan), and Debbe Causey Skilton (South Carolina);

Members absent: The Rt. Rev. Skip Adams (The Episcopal Church in South Carolina) or his representative, the Rev. Rick Lindsey;

At Large Members: The Rev. Marshall Huey (South Carolina), the Rev. Sandy Key (New York), the Rev. Ed Miller (Virginia), and the Rev. Rhonda Rubinson (New York).

The Rev. Deacon Beth Drew opened the meeting at 9:10 a.m. with a prayer. She invited the guests to introduce themselves and tell to which diocese of The Episcopal Church they belonged. The twelve guests present are listed above.

Secretary Julia Ariail declared a quorum with a majority of 19 of the 23 members present. The agenda for the meeting is at **Appendix A**.

Minutes

The minutes of the last meeting were emailed to all the board members in March 2017 and again two weeks in advance of the meeting. Eric Travis made a motion to approve the minutes. The motion was seconded by the Rev. Hilario Albert and approved unanimously by vote. The February 2017 minutes are at **Appendix B**.

Introduction of DDG Members

President Beth Drew asked the members of the DDG Board to introduce themselves for the benefit of the guests.

Distribution of Meeting Packet

Director Bill Kunkle directed the board's attention to the meeting packet which consisted of the agenda, the President's report, the 2016 and 2017 budget documents, Bishop Holguín's report, the Mission team office report, the communications update, the list of DDG Programs and Services, the Executive Director's report, the Spring 2018 and Fall 2018 Exploration Trip flyers, the Tampa Deanery project flyers and upcoming 2018 proposed trip dates, *A Brief History of the Episcopal Church in the Dominican Republic* by John Gruetzmacher, a Prayer book drive flyer, and the last four *Compañeros Dominicanos* publications.

President's Report

Because the President's Report was included in the handouts, President Beth Drew did not read the entire report. Instead she highlighted our embrace of change and the extraordinary events of which we had been a part in the last week. See **Appendix C** for her full report.

Bishop Holguín's Report

Bishop Holguín read from his printed report. He recalled the recent blessings of the Profesora Laura Morrow and the Milagros Hernández Episcopal schools. He described the recent ordinations of five deacons and one priest as the culmination of the ordination of 54 he had been pleased to conduct during his episcopacy. He announced that the Episcopal Diocese of the Dominican Republic is now self-sufficient financially thanks to the help of many including the recent donation of the La Paloma campaign. Bishop Holguín resigned as First Vice President and member of the Board of Directors so that his position could be taken by the new Diocesan Bishop. See **Appendix D in Spanish and English**.

The Rev. Hilario Albert asked if Bishop Holguín resigned because of canon law or his health. Bishop Holguín replied that it was not a canon law to resign, but rather "I do as John the Baptist did – give way and step back so that Bishop Quezada can take his place. I want to take at least a year off of any diocesan functions. I was invited to work in the Diocese of Venezuela by the Presiding Bishop, but I need a sabbatical first."

Bishop Quezada's Report

The following is the verbal interpretation of Bishop Quezada's remarks by Bishop William Skilton as written down at the time by the DDG secretary:

I have no written report, but I wanted to give a few remarks. Thank you for your support and presence. This is a new phase in the life of our church. It won't end with me but will continue. Our presence is important. I thank the DDG. We have had other resident bishops – Kellogg, Isaac, and Holguín. Each has contributed. The work of Bishop Holguín has been enormous. He has worked hard with no rest. Everywhere you go throughout the diocese, you have evidence of this. But, we must move forward to a new phase.

Bishop Holguín has done great work. He is a humble man. I feel committed now to this new stage. I am counting on your support, consulting help, confidence and love – above all, your confidence. I am not perfect, but I love the church. I have dedicated my life to it. When my term of office is finished, you should transfer your loyalty to the next bishop. I don't want to destroy what has been done before, but to add one more stone to the construction.

I have a spiritual vision to encourage the talents of the people, to ground the church as a church committed to Christ. My vision is the expansion of the church, opening more missions supported by the laity and clergy so that we can grow numerically. I want to emphasize that I am speaking to leadership and self-sufficiency of the church, not just capital self-sufficiency. Local churches need to be self-sufficient. However, as we grow, our budget will need to grow. We need to raise the consciousness of the local churches. Some churches will never be self-sufficient, but others can. We need to develop programs so they can move in that direction. I hope to develop five churches to the self-sufficient model with their clergy paid by their churches.

Our institution for a long time supported schools. Not now. The enrollment in many of the schools is declining. One school has gone from 700 to 200 students. If this continues, the diocese must decide what to do. The politics of education is changing. The DR government is now investing 4% of the budget in education. Public school teachers make three times what a private teacher makes. Many of our teachers are leaving. We are having conversations with the government to transfer our schools to the public sector. These conversations will continue. Our larger schools need a new vision, other sources of investment. It doesn't work as before, and we need new alternatives.

The *clínica Esperanza* has been in financial crisis for several years with the Diocese paying much of the expense. We need a new plan for it. The former source of support left the country. Now, it is primarily an AIDS clinic. We need to change the plan so that the clinic is self-sustaining.

Bishop Holguín and Bill Kunkle made a list of construction priorities. First, we need to complete those churches we have started like Monte de Sion, the technical schools in

Santa Fe, and Consuelo. When we started the school in Santa Fe, there were no technical schools in the area. Now, there are two government schools nearby. We need to talk to the community to see what they need.

The Diocese has a large number of lots of land. We need to see what to do with them. When you look at the list of projects, it is large. We need to walk together to start the walk.

I know you are going to compare me to Bishop Holguín. Come to me and talk to me if you have a problem. When I am told I have made a mistake, I will study it. We would never have reached where we are without you. Thank you.

Discussion - Bishop Holguín asked Bill Kunkle if he had a revised copy of the priorities. Bill did not have it yet. Julius Ariail asked Bishop Quezada if completing the church in Las Carreras was a priority. Bishop Quezada replied that he hoped to complete all the churches that were under construction. There are several in process, and he will make a priority list of the many projects. John Gruetzmacher asked how Bishop Quezada planned to use the DDG for the projects. Quezada replied that working with the DDG won't change. He will continue the subject of projects with Bill Kunkle and push priorities. He wants to raise the standard in the schools, offering meals like the public schools do, paying teachers better and offering bilingual instruction. He hopes the DDG will help acquire equipment for the schools. If not, all will fall apart, said Quezada.

Bishop Quezada said that the San Lucas school in Santiago needs a cover over the basketball court. San Estaban school needs to be bilingual and offer technical opportunities. He also hopes to develop lay education but needs more resources. Bill Kunkle said the priority list will be a cooperative effort matching groups with projects. Bishop Skilton said that he is concerned that local schools don't have enough money and that the current self-sufficiency doesn't provide for these changes.

Julius Ariail took the group photograph.

Morning Break at 10:10 a.m.

The meeting resumed at 10:35 a.m. Bill Kunkle displayed the video of the construction projects completed and in progress during Bishop Holguín's tenure 1991-2017 produced by Julia and Julius Ariail. Afterwards, President Beth Drew and Bishop Bill Skilton thanked Julia and Julius and Katie Forsyth for the excellent communications efforts.

Bishop Holguín excused himself to leave the meeting because of the pain in his back. He described himself as very weak with hurting in his legs and cramps at night. Last night, he walked until 2:30 a.m., so that he could sleep a little. He apologized and thanked everyone for their prayers. "I believe in the power of prayer," he said.

Tomorrow he will go to the surgeon to schedule the first of two surgeries. The DDG Board and guests gathered around to pray for Bishop Holguín.

Mission Team Office Report

Karen Carroll, Mission Teams Coordinator, gave the Mission Team report. There were 45 teams in 2017: 9 medical teams, 8 VBS teams and 28 construction/repair teams. This involved 675 missionaries. There were also two exploratory teams.

She described several of the teams, and the work they completed. The diocese also hosted language students from the Virginia Theological Seminary, a healing workshop and two educational conference/workshops. So far, there are 23 teams scheduled for 2018.

Karen will retire next June. Joanne Lemieux of the Diocese of Western Michigan has expressed a serious interest in the position of Mission Team Coordinator replacing Karen. Karen and Joanne will be working together on and off in the next few months as Joanne has other commitments in Michigan, and as she proceeds through the process of becoming an Appointed Missionary at The Episcopal Church.

Karen hopes to support the DDG in the Tampa office after she leaves the Dominican Republic. Karen's written report can be found at **Appendix E**.

Education Program Report

Missionary Tom McGowan from Nebraska gave a verbal report to update the board on his activities since the last meeting. He seconded the remarks of Bishop Quezada saying, "Buildings are important, but process is the future." McGowan came to the DR after a conversation with Deacon Bob and Ellen Snow three years ago. As an appointed missionary of The Episcopal Church, he comes to the DR four or five times a year. His other work with the diocese and the schools is by email. He is a consultant to the Board of Education of the Episcopal Schools and has made many contacts and developed ideas with the group. "This is a crucial time," he said. President of the Dominican Republic, Danilo Medina, repeatedly says every Dominican child deserves a quality education. MINERD, the Dominican Ministry of Education, has developed a set of competencies and evaluations that all schools, public and private, must address. The Episcopal *colegios* must respond to these mandates. We are challenged to become better.

McGowan holds the PhD and is a retired Professor of Teacher Education in Nebraska. His work with the Diocesan *Junta de Educacion* (equivalent to a School Board) for the DR Episcopal schools has suggested a number of priorities to improve schools across the Diocese: better teacher professional development, involving parents in their children's educations, establishing management teams, offering bilingual education in selected schools, a Diocesan curriculum that emphasizes values as well as content, educational technology, meeting national mandates, vocational education and improving elements of the physical plants of selected *colegios*. McGowan coordinated a regional education workshop in May with a mission team that included, Dr. Joe Gaston and Allyson Chappell (Mobile, AL, public schools) and Pili Avalos Alba (the University of Monterrey, Mexico). The team

presented to Diocesan educational leaders and did demonstration lessons with the teachers and staff at several schools; the team will conduct similar workshops on a regional level later this month and again in May. McGowan indicated that the Diocesan *Junta de Educacion* intends to establish three or four model schools that would reach out to facilitate improvement in other schools. McGowan asked our board for support in improving the quality of the education that young people receive at Diocesan *colegios*.

Communications Report

Julius Ariail presented the communications report with two printed handouts: the Communications Update and the DDG Programs and Services. He described the process of making the 6-minute Construction Video with photos from the last eight years. The first photo came from an exploration trip with Bob and Ellen Snow in 2011. The last one came from Don and Melissa Peeler this year. The list of construction projects that came from Bishop Holguín was truly inspirational.

The Update describes this year's projects including posting online photos from every mission team in 2017, publishing 10 issues of *Companion News*, the DDG's monthly newsletter and three issues of *Compañeros Dominicanos*. Julius also updated the DDG website to include the La Paloma campaign.

Julius posts daily on DDG social media to focus on the work of mission teams in the DR. His flyers are **Appendix F and Appendix G**.

Discussion

David Morrow thanked Julius and Julia and suggested Julius add the coming list of projects and costs on the DDG website once Bishop Quezada and Bill Kunkle publish them, so that a team or church or individual can click one button to sign up for a construction project, maintenance, the clinic, or education. Tom McGowan said that he has a blog about his work in education in the DR that Julius helped set up and helps with problems. He thanked Julius for his assistance.

Executive Director's Report

Executive Director Bill Kunkle described 2017 as a year of transition for the Diocese of the Dominican Republic as well as the Dominican Development Group. With all the changes in leadership, mission teams continue to be the life blood of the program and infrastructure of the DDG, and he had helped every team in some capacity. During 2017 the DDG received and transferred \$702,561.74 to the Dominican Episcopal Diocese. A significant portion of the funds was designated for mission team support. The La Paloma campaign began actively fundraising in 2017 to support the development and self-sustainability of the Dominican Diocese. To date the campaign has raised US\$290,000. The campaign will continue through the end of the year. The cost of the campaign has been US\$15,234.88 with a few items still pending. The DDG used the US\$10,000 grant from the St. Louis Community Foundation to fund the majority of this expense.

To date the DDG has received only half of the amount pledged for organizational support. This is fairly typical and many organizations send money late in the year. Bill asked for the members of the board to check with their dioceses to urge them to complete their pledges as well as completing their personal pledges prior to the end of the year.

In working with the mission teams during the year, Bill recognized the growing need for a mission project summary form and is working with Karen Carroll to develop one that defines responsibilities, leadership, timeframes and financial responsibilities. He briefly described the solar energy projects in Consuelo, Jalonga, San Simón and Mosovi. He led two exploration teams this year. The “Dominican Wave” micro business in Puerta Plata is beginning to have passengers from the cruise ships come to work in the factory. Mabel Hernández is the new manager as Chelsea Rippen, who began the program with the help of the Enactus program at Flagler College, has returned to the US. The vocational school in Santa Fe needs completion of the building and the launch of programs, but funding is not currently available. The vocational school in Consuelo offers salon training, language programs, electrical training and manicure/pedicure programs. The bakery in Jalonga had a mission team set up much of the equipment and baked a limited amount of bread.

There are 2 grants we received that have been completed. We will be applying for the 2018 UTO Diocesan Grant and the 2018 UTO Companion Diocese Grant. Bill continues to be active in the Global Episcopal Missionary Network (GEMN). He has plans to attend the 2018 conference in April at the Virginia Theological Seminary. The 2019 conference will be in the Dominican Republic, and he hopes to organize another Mission Encounter in conjunction with that. Bill’s complete written report is **Appendix H** and handouts are: **Appendices I, J, K, L, M and N.**

Discussion

Following the report, Bill commented that the DDG strives to make itself look as good as possible in our publications. He thanked Julia and Julius for their very professional work particularly on the website and the *Compañeros* publications. Bill printed the last four issues and distributed each to all the board members.

Bill said that in the 19-year history of the DDG, we have transferred over US\$15 million to the Dominican Diocese. In a discussion with Tom McGowan, they said that San Andreas is a model school, but it only has electricity for three hours a day and no water. It would be an excellent project for some group to get a generator or solar panels plus a water source.

Eric Travis suggested that the DDG should have representation at General Convention. Several of the long-time members reminded the group that we have been there before, even partnering with another group, but felt the results did not warrant the \$6,000 registration fee. Bill said he had been encouraged to consider a booth by Elizabeth Boe of TEC. Eric said our mission fits in with the Presiding Bishop’s “Jesus Movement” theme. Bill said Bishop Curry thinks we are a model. Katie Forsyth and Eric Travis will

be attending the convention in Texas. David Morrow and Bishop Skilton thought the cost was prohibitive for us at this time. Eric suggested we put money aside now for 2021. Julius Ariail asked if we could have a presence at the Episcopal Youth Event (EYE). Eric Travis attends that event regularly and was enthusiastic about the idea. Other places we considered as places to have a booth are Missional Voices, Diocesan Youth Ministers, and Network for Christian Formation (FORMA) conferences.

Bill has 37 Books of Common Prayer left from his project to get mission teams to provide new Spanish books. They cost \$20 each. Bishop Skilton recommended that Bill contact the Society for Promotion of Christian Knowledge (SPCK) for less expensive books.

Lunch

Following lunch, the Membership, Budget/Endowment, and Communication committees met for 45 minutes. The groups reassembled for reports from each committee.

When the group reassembled at 2:20 p.m., Bishop Quezada thanked the board for always checking on projects in the diocese. One large project is to obtain Fire Engines and ambulances for communities. David Morrow helped purchase a fire engine for El Seibo. Bill Kunkle told the story of how we acquired the latest fire engine as well as ambulances and school buses.

Committee Reports

Membership Committee

Bishop Michael Garrison, Bishop Bill Skilton, President Beth Drew, Secretary Julia Ariail, and Karen Carroll met on this committee. They accepted the resignations of the Rev. Tar Drazdowski, Dr. Richard Campbell, Bishop Todd Ousley, and Bishop Julio Holguín. Bishop Moisés Quezada will automatically become first vice president replacing Bishop Holguín. The Right Rev. Catherine Waynick (Eastern Michigan) Bishop Provisional, will automatically replace Bishop Ousley because Eastern Michigan is a companion diocese. Secretary Julia Ariail will contact Bishop Scott Barker (Nebraska) to inquire who will be his designated representative to replace the Rev. Drazdowski. Julia will also inquire from Bishop Jacob Owensby (Western Louisiana) who will replace Dr. Campbell as his designated representative.

The group recommended nominating Dr. Tom McGowan as an at large member of the board. Joanne Lemieux will also be nominated when she formally accepts the job of Missions Teams Coordinator next year.

A list of the 2018 Board of Directors is **Appendix O**.

Budget/Endowment Committee

Bishop Bill Skilton, Treasurer David Morrow, Eric Travis, Joy Holl, the Rev. Hilario Albert, the Rev. John Schaffer, and Dcn. Alex Romero met for this committee. David reminded the group that the FOCA report was delivered Sunday night. Because of a stock split and the La Paloma Campaign contribution, the balance in US dollars invested in the Dominican Republic is \$9,462,516. This figure gives the DR Diocese self-sufficiency for Bishop Quezada to go forward. He hopes there will be more money coming from the La Paloma campaign which will run through the end of this year. That figure will be announced at the February meeting.

The Rev. Hilario Albert reminded the group that the several pledges we made at the last meeting to boost the DDG budget are due now. He and Bill Kunkle are planning to have a meeting of Dominicans in New York or New Jersey next year to raise support for the DDG.

Eric Travis made a motion to raise the salary of the Executive Director. Bishop Bill Skilton seconded the motion. During the discussion of the motion, Treasurer David Morrow said that he was in favor of the motion, but that the amount would have to be voted on in February after we find the money. Bishop Skilton clarified that Bill Kunkle did not receive a raise in 2017. He asked for a breakdown of the diocesan contributions. Bill Kunkle promised to send that information to Skilton. Kunkle said that the amount sent by individual parishes has been declining in recent years. The group voted unanimously to increase Bill Kunkle's salary in 2018.

President Beth Drew suggested we implement a planned giving program. David Morrow said we need to find someone with expertise to give us the proper language to display. There are two currently in place. Bill Kunkle will find a planned giving advisor. In terms of the endowment, David Morrow said, "While we are self-sufficient now, when we grow, adding people, churches and programs, the budget will need to grow." The Diocese of the Dominican Republic uses the interest from the investment accounts for the yearly diocesan budget.

Bill Kunkle displayed the La Paloma Endowment Campaign Video produced in conjunction with several members of the board, The Episcopal Church Foundation, and a media production company.

The FOCA report for November 2017 is **Appendix P**.

Communications Committee

Julius Ariail, Katie Forsyth, Tom McGowan, John Gruetzmacher, and Harriet Green met on this committee. Katie Forsyth reported for the group. "One of the challenges for the communications group is to get an after-action report," said Katie. They want to create an online form that can be used by mission team members and leaders. Sharing experiences is so important to "telling our story." We need to make sure we tell the story of the schools and Bishop Quezada's and Tom McGowan's vision for improving them. John Gruetzmacher's "A Brief History of the Episcopal Church in the Dominican Republic is **Appendix Q**.

Date and Location of Next Meeting.

The next meeting of the Board is February 12, 2018, in Santo Domingo following the convention from February 9–11, 2018. Next year is the 20th anniversary of the DDG in October. The DaySpring Episcopal Conference Center was where we began this journey. Two people who were there are still on the board: Bishop Bill Skilton and David Morrow. Guest Bob Stevens was also there. The October 2018 meeting has not been scheduled. Bill Kunkle will ask the Diocese of Southwest Florida where they will be celebrating their 50th anniversary with the Presiding Bishop in attendance, if they would be willing to host our meeting. That meeting is October 12-13. If that is approved, our meeting would be Monday, October 15 in Tampa, Florida.

The Rev. Mark Bozzuti-Jones of Trinity Wall Street, New York City, a guest at the meeting, described meeting Bob Stevens in his home country of Jamaica. The Rev. Bozzuti-Jones said that he is very impressed with our group. He recognizes that we have accepted this call from God because of our love of God and the people of the Dominican Republic. “I wasn’t expecting to find this level of commitment,” said the Rev. Bozzuti-Jones. “Thank you for the work you do,” he continued. “Trinity Wall Street wants to partner with organizations like yours. There are grants on our website with descriptions and applications. We have made grants of \$3 million a year in Africa. We are just beginning to expand into Latin America where we have given less than \$1 million.” He will be happy to act as our advocate and considered it an honor to have been with us for our meeting.

President Beth Drew called for a resolution, seconded by Bishop Skilton to have the secretary to send letters of appreciation to the Rev. Tar Drazdowski, Dr. Richard Campbell, the Rt. Rev. Todd Ousley, and the Rt. Rev. Julio Holguín thanking them for their service on this board.

Bishop Skilton thanked the board for prayers during the illness and then the death of his wife, Lynn; his lung surgery last year, and his recent wedding to Deborah Causey. He asked the board if any member or perhaps the chapter of the Daughters of the King at their local churches might sponsor a delegate from the Dominican Republic to go the Triennial Convention in Texas next July. If so, please send the donation to Bill Kunkle designated for that cause. Lastly, he asked Bill Kunkle to expedite the process of producing new DDG embroidered polo shirts. He suggested that the board members pay for their own.

The meeting closed with a prayer by the Rev. John Schaefer made the motion to adjourn at 3:30 p.m. The Rev. Hilario Albert made a motion to adjourn. The motion was seconded by John Gruetzmacher and passed unanimously.

Respectfully Submitted,
Julia Ariail, Secretary, Dominican Development Group
November 14, 2017