

December 1, 1985

Mr. Merrill Hunter
Bishop's Warden
Grace Episcopal Church
Madison, SD 57042

Dear Merrill,

I am aware that you and Beverly had a recent conversation with Bishop Anderson regarding my return to Grace Church after the first of the year. I spent some time with the Bishop yesterday afternoon discussing the feasibility of taking on a full time lay vicarship at Grace Church until June and then serving my diaconate with the congregation under the supervision of a diocesan mentor. What follows are some thoughts on the matter.

First, let me go on record by saying that I would very much like to return to Madison. There is enormous potential at Grace Church and in the community, and I would like to be part of that ministry. After a semester at Nashotah House where I have learned much but also have had time to listen to the musings of the Spirit, I am convinced that I can bring a vision of ministry to Grace Church in which all of us can participate.

However, my needs and the needs of my family dictate that I have full time employment when I return from seminary. To that end, I would like to propose a financial package for the congregation to consider. The advantage of hiring me as opposed to any other clergy person is that you will not have to pay housing, medical insurance or pension. I would only need salary plus a gas allowance. The Diocese would pick up the clergy pension after I am ordained. I would like to propose an annual salary of \$12,000 plus a gas allowance commensurate with State of South Dakota travel reimbursement. In return I will commit myself to the following: conducting Sunday services when a clergy person is not available; pastoral counseling; parish visitations; new member canvassing; oversight of Christian education which will include adult education; lay reader and acolyte training; normal administrative duties such as bulletins, bishop committee meetings, coordination of parish committees, continuing dialogue with the Diocese, and any such other duties that the Bishop's Committee would see fit; participation in the Ministerial Alliance; and, an Episcopal presence in the community.

I have no idea to what extent the Diocese will be able to help. That will be between you and the Bishop. My feeling is that if the parish wants full time parish leadership the parish will be able to fund that. I encourage you to meet with the Bishop's Committee as soon as possible to review this proposal. I will be back from seminary December 14 through January 1 and would be able to meet with you at that time. I will be returning to Nashotah House for the General Ordination Exams January 1 through January 9 and would be able to start work in Madison January 15. I will be taking a long overdue week vacation after the Bishop's Visitation on February 2.

To assist in your deliberations, I have taken the liberty to send

copies of this letter to the other members of the Bishop's Committee and a copy to Bishop Anderson. If you have any questions, you can reach me at Nashotah House before December 14 or here at home after that date.

One other matter. I would encourage you to schedule the annual meeting on February 2 so that the Bishop can be present. He has agreed to do that and his counsel would be valuable.

You are all in my prayers during this Advent season. My very best to all of you.

In Christ,

A handwritten signature in cursive script, appearing to read "Karen".

Karen E. Hall

cc: The Rt. Rev. Craig Anderson
Ruby Stewart
Katherine Brewer
Janice Johnson
George DeLay
Hal Rethorn
Rex Page
Warner Boyd