

Diocese of Fond du Lac

ADVANCE REPORTS

A Compilation of Summaries of the Ministries of the Diocese of Fond du Lac



*Reports to the 134th Annual Diocesan Convention
for the period from Sep. 1st, 2007 – Aug. 31st, 2008*

*Prepared for the 134th Annual Diocesan Convention
Friday, October 17th - Saturday, October 18th, 2008*

*Cathedral Church of St. Paul the Apostle and The Ramada Plaza Hotel
Fond du Lac, Wisconsin*

*The vision of the Diocese of Fond du Lac is to be
"A community of disciples enthusiastically leading all people to transformation in Jesus."*

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TABLE OF CONTENTS

About the Diocese	2	Deanery, Northwoods	10	Happening	21
About Advance Reports	2	Deanery, Wisconsin River	11	Health Ministries	21
Abuse Prevention Ministry	2	Deans' Task Force	12	Iglesia Senda de Amor	21
Aging, Commission on	3	Deployment Officer	12	Jubilee Ministries	22
Altar Guild, Diocesan	3	Diocesan Office	13	Lambeth Conference	22
Archives, Diocesan	4	Ecclesiastical Court of Review	13	Marriage Encounter	22
Centro Comunitario Episcopal	4	Education for Ministry	13	Ministry, Commission On	23
Chancellor, Diocesan	4	Episcopal Church Women	14	Registrar, Diocesan	23
Christian Formation and Education	4	Episcopal Healthcare Chaplains, Assembly of	15	Resource Center, Diocesan	23
Christian Social Witness Committee	4	Episcopal Relief and Development	15	Sabbatical	23
Church Periodical Club	5	Episcopal Safety Program	16	Sisterhood of the Holy Nativity	24
Church Secretary's Network	6	Executive Council	16	Solo Flight	24
Clarion Committee	7	Faith Alive	16	Standing Committee	24
Congregational Financial Review Team	8	Families of Clergy United in Support	17	Summer Camp	24
Constitution and Canons, Committee On	8	Finance Committee	17	Trustees	26
Cursillo, Monarch Episcopal	8	Fond du Lac Properties	18	United Thank Offering	27
Daughters of the King	9	Godly Play	19	Wisconsin Council of Churches	27
Deanery, Diocesan	9	Greater Green Bay Episcopal Ministry Group	19	Youth and Young Adult Ministry	28
Deanery, Green Bay	9	Hands of Christ Deaf Ministry	20	Financial Reports	30
Deanery, Lake Winnebago	10			Common Trust Fund	32

ABOUT THE DIOCESE

The Diocese of Fond du Lac was originally part of the missionary district of the Northwest. Then it became part of the missionary district of Wisconsin and subsequently the Diocese of Wisconsin which was organized in 1854. The Diocese of Fond du Lac was organized from the Diocese of Wisconsin in 1875. When the Diocese of Eau Claire was organized in 1928, the Diocese of Fond du Lac took on its present geographical dimensions.

The diocese includes **27 counties** in northeastern Wisconsin. These are defined as what extends over that part of the State of Wisconsin lying north and west of the south line of the counties of Sheboygan, Fond du Lac, Green Lake, Marquette, Adams and Wood, and east of the east line of the counties of Clark, Taylor, Price and Iron, together with such portion of the county of Dodge as is or may be included in the city of Waupun.

ABOUT ADVANCE REPORTS

The compilation of summaries of ministry areas, congregations, committees, commissions, task forces, entities and other groups of the diocese are a brief digest of the many ways the diocese continues to be "*A community of disciples, enthusiastically leading all people to transformation in Jesus.*" This compilation is not all-inclusive since there are some areas where no description of ministry was received to publish. There may also be some areas where ministry has been occurring for decades, but no formal description may be made in these Advance Reports.

The '*target group*' is the delegates from diocese who will attend the Annual Diocesan Convention. These reports inform this group about the varieties of ministry of the Episcopal Church in the northeastern third of Wisconsin and also provide exposure to any who may wish to know. These Advance Reports, along with the official Journal of the Convention, provide a historical document to see how the Kingdom of God has been lived out here on earth through this part of the worldwide Anglican Communion.

One must be careful to remember these reports are only a '*tip of the iceberg*', and reflect but a segment of the incarnation of ministry lived out through activities like the sharing of a talk on a Cursillo weekend, a late night conversation around the fire at camp, or the development of a diocesan budget proposal by the Finance Committee.

Finally, these reports reflect ministry that is *diocesan* in nature: ministry officially sponsored by the diocese, targeted across parochial boundaries for the benefit of more than one congregation, or a model of ministry others can develop for their congregation. Therefore, these reports do not include ministry that occurs primarily, if not solely, within a congregation. Those are usually reported at each congregation's Annual Meeting and through the annual Parochial Report.

ABUSE PREVENTION MINISTRY

The members of Abuse Prevention Ministry include Matthew Payne, *Diocesan Administrator*, the Rev. John Peterson, *Canonically Resident, Non-Parochial Priest*; and Sue Steinhilber, *St. Thomas, Menasha*.

Abuse Prevention Training has evolved. In the past workshops were offered. The Child Abuse Prevention in Church Settings workshops were required of those persons who work directly with minors in congregations and diocesan settings and trained church workers in the prevention of child abuse in church settings as well as recognition, response and reporting.

In late summer 2008 the diocese began participation in SafeGuarding Online, a web-based training program with features to verify an individual's comprehension of information presented. The program includes written and graphical information in addition to video and audio to reach all learning types. Anyone can enroll in the program by sending an email to prevention@diofdl.org with their first and last name; last 4 digits of SSN or date of birth (month and day); name of congregation; and e-mail address. State statutes include clergy as "mandated reporters" of suspected child abuse. While the confessional is still sacred, clergy who suspect or know of child abuse are required to make a report of that suspicion or knowledge. Sue Steinhilber and Matthew Payne continue to be available to provide training workshops for congregations or other groups.

The Sexual Harassment and Exploitation Prevention in Church Settings workshop is required of all clergy in congregations and other diocesan settings and is recommended for all others in leadership positions. The workshop trains church workers in the prevention of adult sexual misconduct and exploitation as well as response and reporting. A revised, updated program in this area has been released and Fr. John Peterson has attended the training and will be offering this workshop in the future.

Other prevention resources are available for congregations from the Diocesan Office or the ECSW Resource Center. Print and video materials offering sample policies, procedures, discussion guides and an implementation strategy are available. The Diocesan Policy and Procedure Manual can be found at diofdl.org, clicking 'Ministries' at the top of the page then 'Abuse Prevention'. Additional resources, including "Model Policies for the Protection of Children and Youth from Abuse" can also be found at the Church Pension Group website at cpg.org and clicking "Forms and Documents" then clicking "Preventing Sexual Abuse". The Wisconsin Council of Churches has developed materials to assist clergy that can be found at wichurches.org/publications/MandatoryReporting.pdf.

AGING COMMISSION ON

Submitted by Carol Gottard, Chair, St. Ambrose, Antigo

The members of the Commission on Aging are Ms. Carol Feller Gottard, *St. Ambrose, Antigo*, the Ven. Ed Smith, *Associate, St. Thomas, Menasha* and Mrs. Nancy Conradt, *St. Paul's, Suamico*.

The Commission on Aging compiled and distributed to each congregation a manual of information to be used to help older persons to find information about services, healthcare, and other matters of concern. Included in the manual was a DVD called "New Beginnings: The Gifts of Aging" which can be used to raise awareness of the many facets of aging. Two members of the Commission on Aging presented a short informational program to the Clergy meeting in Stevens Point. It is our hope that the materials will be used in the Diocese to help the elderly, to assist families of older persons, and to increase understanding of aging by groups, such as youth groups. Members of the commission may be available to present workshops or help congregations planning to present a program on aging. May we all value the contributions that the elderly have and are continuing to make in God's name.

ALTAR GUILD, DIOCESAN

Patty Stubb, President, St. Anne's, DePere

The Diocesan Altar Guild is a network of Altar Guild members. The Diocesan Altar Guild held its annual meeting on October 6, 2007 hosted by St. Luke's, Sister Bay. The Diocesan Altar Guild also distributes liturgical and Ordo calendars for the congregations of the diocese.

ARCHIVES, DIOCESAN

Submitted by Matthew P. Payne, Diocesan Administrator

The Archives of the Diocese of Fond du Lac are housed in Grafton Hall, 39 North Sophia Street, Fond du Lac, site of the former Diocesan Offices. The Archives Collection holds various papers and artifacts from former Bishops, congregations and diocesan commissions and committees. Requests for information (usually baptismal records of closed congregations) are handled through the Diocesan Office. An Archives Task Force formed a few years ago has been dormant after some initial work to identify needs in the archives.

In June of 2008 major flooding affected Grafton Hall which saw 4 feet of water throughout the interior (since there is no basement). The archives lost a significant number of artifacts, however most of those were not vital for maintaining an accurate archival history of the diocese. Important documents such as Registers of closed congregations and Journals of the Diocesan Convention were saved and restored.

CENTRO COMMUNITARIO EPISCOPAL

See Greater Green Bay Episcopal Ministry Group (GGBEMG)

CHANCELLOR, DIOCESAN

Submitted by Gary Dreier, Chancellor, Intercession, Stevens Point

The Chancellor is elected by the Diocesan Convention and serves as the legal advisor of the Bishop, the Standing Committee and the Trustees of the Diocese under Canon 2.2. In the preceding 12 months the Chancellor gave advice to the Bishop and other representatives of the diocese in real estate, personnel, canonical and parliamentary matters that impact the Diocese. The specifics of such advice and communications related to such matters are to be kept confidential by the Chancellor under secular rules governing an attorney-client relationship. The Chancellor provided legal services *pro bono*.

CHRISTIAN FORMATION AND EDUCATION

The Christian Formation and Education Coordinator, Nannette Little, *St. Anne's, DePere*, is available to assist congregations in their Christian Formation needs. She assures there are materials available at the ECSW Resource Center, attends the Province V Christian Formation Network Meeting, and participated in the annual "Whose Church is it Anyway" event the end of August.

CHRISTIAN SOCIAL WITNESS COMMITTEE

Submitted by Anne Schuette, St. James, Manitowoc

Members include the Rev. Kristina Henning, *Holy Apostles, Oneida, Chair*, Betty Baer, *St. Anne's, DePere*, the Rev. Dcn. Nancy Behm, *Trinity, Oshkosh*, Challoner Morse Brown, *Christ the King, Holy Nativity, Sturgeon Bay and Jacksonport*, Mary Burckle, *St. James, Manitowoc*, Bonnie Burroughs, *St. Paul's Cathedral, Fond du Lac*, the Rev. Sue Burman, *Holy Trinity, Waupun*, Barb Cadwell, *St. Ambrose, Antigo*, the Rev. Dcn. Susan Coenen, *Trinity, Oshkosh*, Tasha Crouse, *St. Peter's, Sheboygan Falls*, the Rev. Dcn. Georgeanne Cusic, *St. Alban's, Marshfield*, Dan Hornung, *St. James, Manitowoc*, Alison Hunner, *St. James, Manitowoc*, Sally Hunner, *St. James, Manitowoc*, the Rev. Joe Mazza, *Retired*, Susan Mazza, *Christ the King, Holy Nativity, Sturgeon Bay and Jacksonport*, Ann McLean, *St. Anne's, DePere*, Sandy Muinde, *Trinity, Oshkosh*, Eileen Murphy, *Trinity, Oshkosh*, the Rev. Vicki Natzke, *St. John's, Wisconsin Rapids*, the Rev. Dcn. Linda Schmidt, *Ascension, Merrill*, Anne Schuette, *St. James, Manitowoc*.

The Mission Statement of the CSWC is: "Increasing awareness and empowering all in the Episcopal Diocese of Fond du Lac to live out our shared Baptismal Covenant," to strive for justice and peace among all people," and to "respect the dignity of every human being."

Background: This committee was formed by resolution at the 2005 diocesan convention. Resolution 2005-05 states that members of the committee are appointed by the Bishop. The current structure of the committee blends clergy and laity who volunteer to serve. This flexible status is open-ended and allows the committee to experiment with ways to work in the diocese. The committee has a budget of \$500 which has been used to sponsor speakers and forums as well as workshops of the Wisconsin Council of Churches.

In 2008 the committee worked on the issue of hunger in our diocese by organizing a "Hunger Forum" that brought together leaders from food pantries and feeding programs in the Diocese of Fond du Lac. Churches interested in starting similar programs were invited to send representatives and the group exchanged highlights from their experiences and shared expertise. A guest speaker, Christine Thompson from Zion Lutheran Church in Madison, told how they created a "Personal Essentials Pantry" there. At least two new meal programs have been started in the diocese this year.

The committee has submitted Resolution 2008-02 to this convention. Helping congregations in the diocese, working individually and together, to achieve the goals noted in the resolution will be a focus for the committee's work for 2009. The committee encourages networking and tries to build on the strengths already present in our diocese.

CHURCH PERIODICAL CLUB

Submitted by Karen D. Powers, Director, Trinity, Oshkosh
episcopalchurch.org/cpc

The Church Periodical Club is the only organization in the Episcopal Church dedicated solely to providing free literature and related materials, both religious and secular, to people all over the world who need and request them, and who have no other source for obtaining such literature and materials. CPC has been doing this since 1888: 120 years. Bibles, Prayer Books, books for seminarians, educational materials, medical textbooks, agricultural manuals and books for those in local and global mission are some of the publications for which the Church Periodical Club supplies funding.

During this reporting cycle:

- I wrote five articles for the *Clarion* to inform lay and clerical members of our diocese about the work of the CPC.
- At any diocesan event I attend I talk to people about the work of the Church Periodical Club.
- During Diocesan Convention I placed boxes on every table to collect donations from delegates, alternates and all visitors. We were able to send \$250.00 to our seminarians.
- Every parish in our diocese received a CPC Sunday Parish Pack during Holy Week, 2008. It's never too late to celebrate the Church Periodical Club. Please plan to observe CPC Sunday on May 3, 2009, and please consider making a financial contribution to this work. Make checks payable to "Diocese of Fond du Lac - CPC".

Following Diocesan Convention this year we will once again be sending checks to seminarians. Please look for those boxes and be generous for the sake of our Fond du Lac seminarians.

I represented the Diocese of Fond du Lac at the CPC National Board meeting in Alexandria, VA, in November while serving as proxy for the Province V CPC Representative, but I did not come empty-handed. Money collected on CPC Sunday, 2007, by St. Alban's Parish, Marshfield, and

St. Peter's Parish, Sheboygan Falls, was on the table, as well. There were 56 grant requests considered by the National Board from all over the world: needs as close as Nashotah House and as far away as Kenya and Tanzania.

I pledged the \$86.00 collected in these two parishes to the Woman at the Well House Ministries, Inc., San Antonio, TX, Diocese of West Texas. This agency needed funds to purchase substance abuse recovery materials for their residents who are women coming out of prison and who remain in this facility for six months. They prepare the women to live substance-free and reintegrate into their communities. The \$86.00 was part of \$61,851.00 given by the CPC in 2007 for book requests (adult and children) worldwide.

I have been invited to return for the 2008 CPC National Board meeting at the end of this month. Your parish could have a seat at the table with me by providing a pledge check for the fall National Book Fund granting period.

CHURCH SECRETARY'S NETWORK

Submitted by Vicky Stauber-Pufall, Diocesan Office Secretary

Tuesday, April 15th 2008 brought the church secretaries of the Diocese of Fond du Lac together for their annual meeting, held at St. Paul's, Suamico. Hosted by Marie Schiltz, Secretary and the Rev. Jim Conrath, Vicar, our day was a delightful gathering of souls with like-mindedness in service to Jesus through serving His people. The Annual Church Secretary's Network Meeting is a yearly event, encouraging our secretaries and office managers to gather together to network with one another on common ground; sharing as well as educating, training and getting to know one another personally. All secretaries/office managers are warmly invited to attend and their clergy/vestries are urged to be advocates of this short, fully paid get-away for their secretary, once per year. We gain so much knowledge from one another!

The theme this year, *"Juggling/Management/Balance: How to Keep All the Balls in the Air and What to Do When They Come Crashing Down"* was presented by our own Deacon Diane Murray. Dcn. Diane gave a fabulous presentation which included how we communicate; give & take direction; prioritizing, time management; job descriptions/accountabilities; boundaries; multiple projects and keeping them organized; interruptions; telephone processes; task performance; obstacles; planning; quality production; saying 'no' lovingly but firmly and personality types. Ask your secretary to share with you the 'Peanut Butter Sandwich Project'! It was an eye opener! The topic, *"Juggling/Management/Balance"* is huge, one that has many avenues to explore! We are enabled to learn from one another by sharing our past knowledge, experience and expertise; we are able to educate and train one another in a loving, comfortable way. We were ushered into the fellowship hall at noon, where Joan Johnston and Marion DeWitt had prepared a wonderful lunch. And we had some door prizes to give away, generously donated by St. Paul's and the Diocesan Office! The day went way too quickly!

Our secretaries are a very unique group of people in our churches. Currently, we have 19 Secretaries serving within our 34 congregations in the Diocese. We've had a number of changes this year – losing a few beloved servants to retirement and adding some new faces. Many of them sort of 'fell into' the job simply because there was a need and they happened to be the one available/willing to fill that need. Some of them have degrees in other fields and may or may not have practiced in that particular field before accepting the challenge of the church office. Some have already had careers in other areas, such as teaching, retired from that calling and now keep themselves busy with administrative and clerical duties. We have a couple secretaries/office managers that are full-time and many part-time. Many do not worship in the church they serve. Those that do not worship in an Episcopal church find themselves in need of much education and have many questions – one example: all of the different words we

use regularly in the Anglican/Episcopal Church – many of them are old English words and phrases that need translation, definition or an equivalent to compare with their own denomination in order to understand a particular word (i.e., Vestry = Church Council). Most have not had any secretarial/office management training or education but are self-motivated, well organized and are take-charge people who can get results. They also are willing to go to classes if they are available. Most are paid positions, but that hasn't always been the case. One was a missionary in the Philippines! One lived in South Africa for twenty years+ (I think she receives the award for coming the furthest to settle in Wisconsin)! We are not all female, either! Currently, the longest serving secretary began in February 1987; the most recently hired began in February 2008! There are also some very important volunteers that come into the church office, as needed for special projects or on a regular weekly basis to help with the busy-work of collating, stapling, folding, etc... Every pair of hands is gratefully welcomed and bless their secretaries with their offering!

Many church secretaries feel their job is more than that, it is a personal ministry. Their job satisfaction is deeper than simply accomplishing daily tasks – it is more heart-felt, with a passion for serving; to provide a community or organization with something that it needs but with the servant-attitude of Jesus. We are in this position to serve and that contains a large number of tasks which in turn requires a larger number of talents. Being a Church Secretary includes but is not limited to:

Information desk; Public relations ; First impression; Direction giver; Communications; Networking; Connecting; Space availability; Deadlines; Customer service; Marketing; Creativity; Urgency/emergency; Calendars; Scheduler; Production; Mailing/postage; Inventory analyst; Writer; Computer usage/specialist; Purchasing agent; Publisher ; Editor; File administrator; Appointments; Librarian; Archives; Circulation; Training; Materials resource; Technical resource; Keeper of keys; Telephone operator; E-mail administrator; Relational; Supervisor – managing volunteers (requires skills in recruitment, delegation, affirmation, conflict management, workflow coordination, personnel training and development); Office machines operator/maintenance/mechanic – (computers/fax machines/calculators/copy machines/duplicators/folding machines/postage meters, etc...); Liaison – link (between membership and minister; front-line person-to-person ministry with hurting or angry members; community and church events or membership)

Whew! Being a church secretary/office manager has much in common with some of the people in the Bible: Baruch, Tertius, Tychicus and Epaphroditus – scholars who held positions of trust and significance as record keepers and assistants to God and disciples of Jesus. Without their work, one author stated, we would not have the books of Jeremiah, Romans, Ephesians and Philippians. Next time you see your church secretary, give them a hug, encouragement and a thank you for all that they know, all that they share and all that they do! Encourage and enable your secretary to attend Church Secretary's Network Meeting in April 2009!

CLARION COMMITTEE

<http://clarion.episcopalfonddulac.org>

The Clarion Committee's primary function is to oversee the publishing of the Diocesan paper, the *Clarion*, published in connection with Episcopal Life. Dave Natzke, *St. John's, Wisconsin Rapids*, serves as editor. Matthew Payne, Diocesan Administrator, serves as Assistant Editor. Bishop Russell Jacobus is the Publisher. Committee members are Meredyth Albright, *St. Mark's, Waupaca*; Ray Dodge, *St. Anne's, DePere*; Carol Gottard, *St. Ambrose, Antigo*; The Rev. Malcolm Hughes, *St. John's, Shawano*; and debi Cleworth, *St. John's, Wisconsin Rapids*. The Committee has not met formally in the past year. Members collect information and forward it to the Diocesan Office for publication. Any member of the diocese can submit information for publication.

Our ministry: The *Clarion* reviews and previews news, activities and events in and affecting the congregations and people of the Diocese of Fond du Lac. It also serves as a means to create written dialogue on issues affecting the whole Church.

Our mission: The *Clarion* is written to, for, and about the people of the Diocese of Fond du Lac. It is designed as a means for members of the diocese to communicate with each other; for the diocesan staff to communicate with members of the diocese; and to introduce new members and friends to the people of the diocese.

CONGREGATIONAL FINANCIAL REVIEW TEAM

Submitted by Richard Wilson, Lead Reviewer, Blessed Sacrament, Green Bay

At convention in 2005, canon 4.1(2) was changed to permit financial reviews of a congregation's financial records by "a competent person approved by the Finance Committee" as an alternative to an annual audit by a CPA. The CFRT was established in early 2006 to help congregations fulfill the revised canon.

The team completed financial reviews of 18 congregations for 2006. As of the end of August, 2008, the team has completed 10 reviews for 2007 with an additional 13 in progress. We have also performed payroll reviews for 2 additional congregations who opted to use non CFRT reviewers. We have two reviewers, Richard Wilson and Ruth DuFrane; we can still use an additional member for the team.

CONSTITUTION AND CANONS, COMMITTEE ON

Submitted by Matthew Payne, Convener, St. Thomas, Menasha

At the Diocesan Convention 2007, Bishop Jacobus appointed the following people to the Committee on Constitution and Canons: The Rev. Peter Bird, *Holy Trinity, Waupun*; The Rev. Dc. Georganne Cusic, *St. Alban's, Marshfield*; The Rev. Rex Perry, *Grace, Sheboygan*; Mr. Matthew Payne, *St. Thomas, Menasha*; Dr. Anne Schuette, *St. James, Manitowoc*; and Gary Dreier, *Intercession, Stevens Point*. The Committee met a number of times in 2007 to review the current documents line by line. The Committee planned to propose a complete revision of the Constitution and Canons of the Diocese to present in 2008. The intention of the revision was to simplify the canons, make use of terminology more precise, and structure the diocese in a way that better pursues its vision. After discussion with the Bishop and the President of the Standing Committee in early 2008, it was determined that now was not the best time to be making a proposed revision and the work was tabled until a future date. A copy of the current canons can be downloaded at <http://Constitution.episcopalfonddulac.org>.

CURSILLO, MONARCH EPISCOPAL

Submitted by Ray Dodge, St. Anne's, DePere, Lay Director

www.monarchcursillo.org

The Cursillo Secretariat is made up of Cursillistas from throughout the Diocese and I thank these individuals for their hard work and support: Jim Kime, *St. Anne's, DePere* (2010), Ludwina Greenlaw, *St Alban's, Marshfield* (2010), the Rev. Dcn. Diane Murray, *Diocese of Fond du Lac* (2010), Diane Petrovic-Willemarck, *Intercession, Steven's Point* (2009), the Rev. Peter Bird, *Holy Trinity, Waupun* (2009), Bob Cleworth, *St. John's, Wisconsin Rapids*, (2009), Paul Madary, *St. Anne's, DePere* (2008), Pete Tooley, *St. Anne's DePere* (2008), the Rev. John Cell, *Blessed Sacrament, Green Bay* (2008), The Rev. Ken Okkerse, *Retired* is the Spiritual Director, Sandi Simons, *St. Thomas, Menasha* is the Secretary and David Orchard, *Blessed Sacrament, Green Bay* is the Treasurer. If you're interested in being on the Secretariat, our general election and annual meeting is held in January. Please contact a Secretariat member or me if you're interested.

Monarch Cursillo is a movement of the church in the Diocese. Its purpose is to help those in the church understand their individual callings to be Christian Leaders. The leadership may be exercised in work situations, in the family and social life, in leisure activities, and within the Church environment. Leadership, in Cursillo, does not mean power over others, but influence on others. All of us need to be aware that we can exert a positive influence on those around us.

Last spring we planned on using Nature's Edge in Waupaca again. In early April, Nature's Edge closed its doors. The camp director made arrangements for us to relocate to Spencer Lake Christian Camp just up the road from Nature's Edge. This turned out to be a blessing. Not only did we have a great weekend but the camp staff bent backwards for us. As well as our Rectora Val Burg, *Grace, Sheboygan* was excellent leader and pulled together a great team.

Next year proposes new and exciting changes to both the Cursillo Secretariat and the weekends. First, the Lay Director term will be brought down to 2 years from 3. Second, the Bishop will appoint an Assistant Lay Director for 2 years and they will take over after the Lay Director steps down.

The Weekends that are scheduled for 2009 are May 14th through 17th with men and women together. And on September 10th through 13 there will be separate conference rooms for men and women running at the same time. (Note; this is still in the planning stages). Both these weekends will be held at Spencer Lake. Every year the Secretariat Retreat has been held St. Joseph's Retreat Center in Jacksonport, in February. We are very sad that this facility is closing. The Secretariat also is trying to keep updating their mailing lists. All Cursillistas are being asked to update their information including email addresses. Please contact me at laydirector@monarchcursillo.org with this information.

With the future costs of the retreat centers, the Secretariat has continued on recycling printer ink cartridges to help reduce the cost of the weekends and fund other Cursillo programs. You can help by dropping off the cartridges at Ultreyas.

DAUGHTERS OF THE KING

The Order of the Daughters of the King (DOK) is a spiritual sisterhood of women dedicated to a life of Prayer, Service and Evangelism. There are four congregations of the Diocese with Chapters: Bethany Chapter (Trinity, Oshkosh); Julian of Norwich Chapter (St. Paul's, Marinette); Bloomer, Stanton, Truth and Tubman Chapter (St. Ambrose, Antigo) and St. Margaret of Scotland Chapter (St. John's, Wisconsin Rapids).

DEANERY, DIOCESAN

CANON 8.1 OF THE DEANERIES

(1) The Diocese shall be divided into five Deaneries, viz.: The Green Bay Deanery; The Lake Shore Deanery; The Lake Winnebago Deanery; The Northwoods Deanery; The Wisconsin River Deanery.

(2) The congregations in each area Deanery shall be assigned to that Deanery by the Bishop.

Currently there are no congregations assigned to the Lakeshore Deanery.

DEANERY, GREEN BAY

Submitted by the Rev. Seth Richmond, Dean, St. Anne's, DePere

The Green Bay Deanery is made up of the following congregations: St. Agnes, Algoma; St. Anne's, DePere; Atonement, Fish Creek; Precious Blood, Gardner; Blessed Sacrament, Green

Bay; St. Paul's, Marinette; Holy Apostles', Oneida; St. John's, Shawano; St. Luke's, Sister Bay; Church of Christ the King Holy Nativity, Sturgeon Bay/Jacksonport; St. Paul's, Suamico. The Green Bay Deanery has been active in a number of areas. Throughout the year, various congregational special events and celebrations drew deanery clergy and laity, as well as others from further afield. Once a year, delegates to Diocesan Convention from every congregation in the deanery gather to review the convention agenda and ask any related questions. The Greater Green Bay Episcopal Ministry Group (GGBEMG) continues to function with regular meetings for planning and visioning (see the GGBEMG Report).

DEANERY, LAKE WINNEBAGO

Submitted by the Rev. Samuel Nsengiyumva, Dean, St. Peter's, Sheboygan Falls

The Lake Winnebago Deanery is made up of the following ten congregations and two chapels: All Saints', Appleton; Cathedral of St. Paul the Apostle, Fond du Lac; St. James, Manitowoc; St. Thomas', Menasha; Trinity, Oshkosh; St. Paul's, Plymouth; St. Peter's, Ripon; Grace, Sheboygan; St. Peter's, Sheboygan Falls; Holy Trinity, Waupun; All Saints' Chapel, Elkhart Lake; and St. Mary's Chapel, Wautoma. The deanery clergy gather at least once every quarter for fellowship, encouragement, and networking. This enables us to strengthen our bond and share ideas and resources to enhance our efforts to become "A community of disciples enthusiastically leading all people to transformation in Jesus." Once a year, delegates to Diocesan Convention from every congregation in the deanery gather to review the convention agenda and ask any related questions. This year, we welcomed the Rev. Brian Beno as Canon Pastor and interim Dean of the Cathedral of St. Paul the Apostle in Fond du Lac; and the Rev. J.D. McQueen, as curate at Grace Church Sheboygan. We are blessed to have Fr. Beno and Fr. McQueen as members of our deanery family.

DEANERY, NORTHWOODS

Submitted by the Rev. Dean Einerson, Dean, St. Augustine's, Rhinelander

The Northwoods Deanery includes eight congregations: Saint John the Baptist, Wausau; Saint Augustine's, Rhinelander; Saint Matthias', Minocqua; and Saint Mary of the Snows, Eagle River; New Life, Mosinee and the Church of the Ascension, Merrill; Saint Ambrose, Antigo; and Saint Barnabas', Tomahawk. Clergy and lay delegates meet together each year in preparation for the annual Diocesan Convention and the clergy meet for deanery clergy days from time to time.

The congregations of the deanery are spread out over a wide area. It is over eighty miles between to the two most distant parishes, and it is nearly 190 miles to the cathedral from the northern most church. Each of the congregations has a unique character and has developed a great deal of strength. This is illustrated very clearly by the vitality and the tenacity of the four of the congregations without resident clergy. The deanery has been blessed by the retired clergy who live in the area. They have continued to serve Christ's Church in many ways, but particularly as they supply regularly in these four congregations

Saint Ambrose, Antigo, has continued with supply clergy twice a month. The other Sundays and all Wednesdays, there is Morning Prayer led by lay readers. There have been two baptisms, two confirmations, and one wedding. All members in this congregation work hard to continue activities such as Bible studies, annual bazaar, ECW, and other ministries, as they work toward having a resident priest once more. The goal is not just to keep the doors open, but also to continue to have an Episcopal presence to spread the Word of God in this community.

The Church of the Ascension, Merrill, is not tied to another congregation in the first time in its history. This has been both exciting and rejuvenating for the congregation. Lay readers lead Morning Prayer and supply clergy celebrate the Holy Eucharist on alternate Sundays. The

congregation is in the process of securing consistent services from a supply priest, for two Sundays each month, the Holy Days, and pastoral occasions. The congregation is looking forward to selling the vicarage in the hopes to make necessary repairs and updates to the church building.

New Life, Mosinee, continues in the former Saint James' building following the departure of the Rev. Scott Thompson and his family. Services are led by lay readers and supply priests.

Saint Barnabas, Tomahawk, continues to have Morning Prayer led by lay readers and the Holy Eucharist is celebrated monthly. A water heater was replaced this year, but maintaining the building is difficult for such a small congregation. Some consideration is being given to closing the building during the colder months to save money.

Saint Mary of the Snows, Eagle River, (the Rev. Jim Fosdick, Rector) continues to grow in attendance and income. A Sunday School has been started and three Bible studies are meeting. The parish reaches out to the community through meals at the Food Pantry, a weekly Healing service and providing worship services at a nursing home in Phelps and at an AODA facility in Gaastra, Michigan. The congregation is also contributing to the support of missions in Vietnam and the Indian Ocean.

Saint Matthias', Minocqua, began the year with the Rev. Barry Whenal who supplied while the rector, the Rev. Edgar Wallace, took a sabbatical. The congregation continues to settle into its new facility, and to reach out through the thrift store and a range of community and ecumenical activities.

Saint Augustine's, Rhinelander, has continued to host The Table, the community meal program in Rhinelander and help staff the local the food pantry. The parish has also raised funds and awareness for The Table and the food pantry, a non-governmental agency, which works to connect families with needed services, a veterans' group that drives veterans to VA services and Habitat for Humanity. This fall Saint Augustine's completed the construction of an outdoor columbarium. Daily Offices and daily mass, Bible studies and a monthly movie are part of the parish's life together.

Saint John the Baptist, Wausau (the Rev. David Klutterman, Rector) is celebrating its 150th year as a parish in 2008. They have chosen to see this as an opportunity to do many different things, both as a parish, and also with the community. The emphasis has been on seeing the past as a pathway to the future. There have been walks from Stevens Point to Wausau that raised money for the Neighbor's Place; parish reunions, new pictorial directories and a history of the parish, a banquet, and performance by Friends of the Groom, and in November, we will host a community forum on transitions in life.

DEANERY, WISCONSIN RIVER

Submitted by the Rev. Jim Trainor, Dean

The Wisconsin River Deanery is composed of the churches of the western part of the Diocese. The constituent congregations and clergy are: St. John's, New London (The Rev. Paul Feider, Rector), St. Mark's, Waupaca (The Rev. Nigel Bousfield, Rector), St. Olaf's, Amherst (The Rev. Barry Whenal, regular supply), The Church of the Intercession, Stevens Point (The Rev. Jim Trainor, Rector, Deacon Mary Trainor), St. John's, Wisconsin Rapids (The Rev. Vicki Natzke, Rector, Deacon Faith Sanders), and St. Alban's, Marshfield (The Rev. Verne Walter, Rector, Deacon Georgeanne Cusic, Deacon Walter Ives). Also serving from the Deanery are the Rev. Sue Clark and the Rev. Wilson Roane.

The Deanery meets several times per year, in months when diocesan-wide clergy meetings are not scheduled. During this reporting period, however, the deanery met more frequently. The meetings rotate their location among member churches; they begin with worship, followed by a discussion led by the host clergy, and culminate in lunch. The deanery clergy agreed that our meetings would have a planned agenda and contain sharing of puzzlements, friendship and fun, building relational trust, and theological discussions.

The five meetings in 2008 were at Intercession, Stevens Point in February (topic: the Rise of Nondenominational Churches); St. John's, Wisconsin Rapids in June (topic: Compassion Fatigue); St. Alban's, Marshfield in July (topic: Dealing with Change); Intercession, Stevens Point in July (topic: Joys and Challenges of Ministry); and the home of the Rev. Vicki Natzke in September (welcome dinner for Fr. Bousfield).

There was much to celebrate this year. Though sad to see him leave our Deanery, we rejoiced when The Rev. Brian Beno was called to serve as Canon Pastor and Acting Dean at St. Paul's Cathedral, Fond du Lac. We celebrated the installation of the Rev. Deb Woolsey as Rector of St. Alban's, Sussex, Wisconsin. We give thanks for the calling of the Rev. Nigel Bousfield as Rector, St. Mark's, Waupaca. And we look forward as Mark Evans, seminarian from Intercession, Stevens Point, and senior at Nashotah House, will be ordained to the transitional Diaconate on December 20. A successful ongoing shared ministry within the deanery has been Education for Ministry (Deacon Mary Trainor, Mentor), with participation from five of our deanery parishes.

DEANS' TASK FORCE

Submitted by the Rt. Rev. Russell E. Jacobus

The Dean's Task Force is composed of the four deans of our deaneries: the Rev. Seth Richmond, *St. Anne's, DePere* (Green Bay); the Rev. Dean Einerson, *St. Augustine's, Rhinelander* (Northwoods); the Rev. Samuel Nsengiyumva, *St. Peter's, Sheboygan Falls* (Winnebago) and the Rev. Jim Trainor, *Intercession, Stevens Point* (Wisconsin River), plus the Rev. John Cell, *Blessed Sacrament, Green Bay*; the Rev Paul Feider, *St. John's, New London*; the Ven. Ed Smith, *St. Thomas, Menasha* and the Rev. Wilson Roane, *Retired*, members at large. The Task Force is an advisory committee to Bishop Jacobus, and the bishop is an *ex-officio* member. The Dean's Task Force was formed to advise the bishop on programs intended for the strengthening of the congregations in our diocese as they work toward fulfilling our diocesan vision of a "Community of disciples enthusiastically leading all people to transformation in Jesus."

DEPLOYMENT OFFICER

Submitted by the Rev. Canon Bill Johnston, Retired

The main function of the Deployment Officer is to assist the Bishop in guiding Vestries/Bishop's Committees and Search Committees in the process leading to the call of a new Rector (parishes) or Vicar (missions) for their congregations. In some instances the Deployment Officer has also been used to help mediate in situations involving conflict between congregations and their clergy and to assist in routine ministry reviews.

During the past year, assessments have been completed on six congregations: St. Paul's Cathedral, Fond du Lac; St. James, Manitowoc; Holy Apostles, Oneida; Trinity, Oshkosh; St. Peter's, Ripon; and St. Mark's, Waupaca. Four of these assessments have resulted in the call of a new Rector or Vicar. One of these is still in process and another is seeking new direction for its existing ministry.

Parish search committees have been trained and shepherded through the process of calling a new Rector/Vicar. New clergy have been familiarized with the results of the study on their new congregation and advice on proceeding with their new ministry has been offered.

DIOCESAN OFFICE

Submitted by Matthew Payne, Diocesan Administrator

The Diocesan Office is located on the northwest side of Appleton, re-locating there from Fond du Lac in 2005. The Appleton location has proved to be more accessible for almost all in the diocese and has the added benefit of allowing the Bishop more interaction with clergy of the diocese and other judicatory leaders of other denominations who also have offices in the Appleton area.

The primary role of the Diocesan Office is to support the ministry of the Bishop of the Diocese of Fond du Lac. The secondary role is to support the mission and ministry of the Diocese through its congregations. The Diocesan Office serves as the hub of information flow related to fulfilling necessary communication and fulfillment of canonical requirements. In addition, the Diocesan Office also serves as consultant to congregations in many ways. Sometimes it is as simple as answering a simple clarification question on the phone. Othertimes it is as complex as spending many hours working with the leadership of a congregation to assist them in examining their future or in the calling of a new priest.

The Diocesan Office also coordinates events to support ministry at the congregational. The Church Secretary's Network meetings have become a great fellowship and beneficial to those who provide support to their congregations. The annual Vestry School provides both basic and advanced information about the administrative and spiritual functioning of a congregation.

ECCLESIASTICAL COURT OF REVIEW

Submitted by the Rev. Malcolm Hughes, Chief Judge, St. John's, Shawano

The Ecclesiastical Court of Review had no occasion to convene during the past twelve months. An electronic vote among the Members of the Court was held to determine the Chief Judge.

EDUCATION FOR MINISTRY

Submitted by the Rev. Dcn. Mary Trainor, Coordinator, Intercession, Stevens Point
www.sewanee.edu/EFM/EFMhome.html

EfM (EDUCATION FOR MINISTRY) is a vital force for equipping leaders in the Diocese. EfM helps local churches to raise up a "community of disciples enthusiastically leading all people to transformation in Jesus." EfM is a four year course of study, through the University of the South, that follows the academic calendar (participants enroll one year at a time). Seminar groups of 6-12 lay people [and deacons] meet with a trained mentor each week for nine months to study, pray, worship, and reflect. Each year of EfM, there is a different text for study: Yr. 1: Old Testament, Yr. 2: New Testament, Yr. 3: Church History, Yr. 4: Historical Documents. In the seminars, students learn to think theologically through various approaches to Theological Reflection. In addition, EfM includes both Community Formation and Spiritual Formation, through individual and group work, and study through "Common Lesson" exercises. The Goal of EfM is to provide laypersons the knowledge and confidence to minister effectively in the world around them, drawing on their own gifts.

There are currently two EfM classes in the Diocese:

1. Mrs. Kathy Margaret Knobel, Mentor, *St. Matthias, Minocqua*. This class has six students in their third year, and meets from Spring to Fall.

2. Deacon Mary Trainor, Mentor, *Church of the Intercession, Stevens Point*. This class has 12 students (from all four years), who are from five different churches in the Diocese (Blessed Sacrament, Green Bay; St. Alban's, Marshfield; St. John's, Wisconsin Rapids; St. Mark's, Waupaca). It meets on Monday evenings from Sept. to June.

EfM is facilitated by mentors trained by the University of the South. EfM is expanding in the Diocese, and there is a need for interested lay and ordained persons in the Diocese to become EfM mentors, and begin new EfM classes. EfM costs \$340/year for each student (this is discounted tuition because the Diocese is a continuing member of the EfM Program through the University of the South). Scholarships are available. Mentors are provided a stipend of \$125 per month.

EfM graduates share that their spiritual lives matured greatly through the program, and their understanding of their own vocations were enhanced. They appreciate the new reflexive skill of being able to think theologically, applying their Christian faith to their everyday lives. EfM is a proven effective manner of deep theological training, is an international program, and is present in 85 of the Episcopal Dioceses in the USA.

Please contact Deacon Mary (deaconmaryt@aol.com) for information on qualifications for becoming a mentor, or if you would like to have a presentation at your church regarding the EfM program.

EPISCOPAL CHURCH WOMEN

Submitted by Barbara Drewry-Zimmerman, President, St. Paul's, Plymouth
www.episcopalchurch.org/ecw/

On September 29, 2007, 36 women from the diocese gathered at the Radisson Hotel in Green Bay for a day of "Food, Fun & Fellowship". After having lunch, we listened to Mary Fran Crist talk about laughter and its importance in our lives. Karen Powers, *Trinity, Oshkosh* told the ladies about the Church Periodical Club (CPC), that she represents in our diocese, and what women in our diocese could do to help seminarians and others that need books. A collection was reviewed for this project. Barbara Drewry-Zimmerman invited the women to the Province V Meeting in April in Appleton and door prizes were awarded including a full registration to the Province Meeting.

Women from our diocese again joined the women from Milwaukee for the Women's Mini-Week, at the end of April. The Rev. Thad Butcher was the Spiritual Director for the weekend, and his talks reflected on the theme "Count Your Blessings". Women enjoyed food, fun and fellowship, as well as deepening their relationships with Jesus Christ as they learned different ways to pray including doing liturgical dance, created crafts and enjoyed a craft and product fair.

Over 100 people from our diocese participated in the Province V meeting held at the Radisson Paper Valley Hotel in Appleton, WI, April 4-6, 2008. The Oneida Singers & Dancers, African dancers & missionaries from St. Peter's, Sheboygan Falls and St. Thomas', Menasha, African mission projects provided the entertainment for the evening activities. The organizational committee for this meeting consisted of: Betty Paterson, *Trinity, Oshkosh*; Carol Feller-Gottard, *St. Ambrose, Antigo*; Carol Hert, *St. Thomas, Menasha*; Connie Verhaagh, *St. Paul's, Suamico*; Delores Wiseman, *All Saints, Appleton*; Jan Frazee, *Trinity, Oshkosh*; Linda Wallenfang, *St. Anne's, DePere*; Nancy Conradt, *St. Paul's, Suamico*; Elvice McAlpine, *St. Peter's, Ripon*, Thelma Clarage, *St. Paul's, Suamico*; The Rev. Deacon Diane Murray, *Diocese of Fond du Lac* and Barbara Drewry-Zimmerman, *St. Paul's, Plymouth*. The theme for this meeting was "The Heart of a Woman". Seminars included topics as: "Expanding Your Floral Dollars", "Quiet Time in Your Daily Routine", "Getting to the Heart of the Matter", "Healing Women's Hearts", "God's

Beauty & Romance”, “Relaxing into the Love of God”, and “Domestic Violence & Women Of Faith”. Our keynote speaker was the Rev. Bindy Synder from Tennessee who talked about women and history, especially their own histories. The Rt. Rev. Bishop Jacobus led Saturday’s Eucharist and with his wife Jerrie, welcomed the over 150 men & women who attended this event from the entire province. Each participant attending the meeting received a back pack that they were encouraged to take back to their homes and to fill with items for people who have a need for such. St. Thomas, Menasha filled their back packs and gave them to women who came to their feeding program at their church. St. Paul’s, Plymouth filled 18 back packs with supplies needed for school children and donated them to St. Vincent’s who gave them to children in need. Back packs are still available for any church to use for an outreach project and women can contact Thelma Clarage at: 920-445-1683 or tlclarage@gmail.com for more details.

September 26-28, 2008, a woman’s retreat will again be held at the Norbertine Center for Spirituality in DePere Bay, WI. The Rev. Deacon Mary Trainor and the Rev. Sue Clark will lead women in “Finding God in Our Connections”.

EPISCOPAL HEALTHCARE CHAPLAINS, ASSEMBLY OF

Bishop Jacobus has appointed the Rev. Dcn. Marie Gray as the dioceses’ representative to this group.

EPISCOPAL RELIEF AND DEVELOPMENT

<http://er-d.org/>

ERD is a compassionate response of the Episcopal Church to human suffering in the world. Hearing God’s call to seek and serve Christ in all persons and to respect the dignity of every human being, ERD serves to bring together the generosity of Episcopalians and others with the needs of the world. ERD faithfully administers the funds that are received from the Church and raised from other sources. It provides relief in times of disaster and promotes sustainable development by identifying and addressing the root causes of suffering. ERD cherishes its partnerships within the Anglican Communion, with ecumenical bodies and with others who share a common vision for justice and peace among all people.

The following is a brief summary of the achievements of ERD over the past year, funded in part by the generous donations of the people of the Diocese of Fond du Lac: ERD worked in 32 countries around the world; Close to 1.1 million people benefited from our work in three program areas: Food Security, Primary Health and Emergency Relief /Recovery; Funding for the above program areas comes from contributions, bequests and grants; in places such as the Democratic Republic of Congo and Zambia, we established comprehensive malaria prevention and control programs, saving thousands of lives; in struggling communities from the Philippines to Peru, we provided equipment, training and micro-loans that helped thousands of families increase their crop production, improve their diet and start small businesses; we responded to many disasters and complex emergencies around the world, bringing immediate relief and beginning the process of long-term rebuilding. In two of the most profound natural disasters in recent history, the Indian Ocean tsunami and Hurricane Katrina, we continued to help people recover by providing housing, healthcare and counseling, along with opportunities to rebuild their businesses, schools, churches and community centers.

Marianne Chadvoir, *Trinity, Oshkosh*, our Diocesan ERD Coordinator resigned in 2008. Bishop Jacobus is seeking a person willing to serve as ERD Coordinator in the future.

EPISCOPAL SAFETY PROGRAM

Submitted by Richard Wilson, Diocesan Safety Manager, Blessed Sacrament, Green Bay

The position of Diocesan Safety Manager (DSM) was created in 2008 in conjunction with Church Insurance Agency to carry out the Episcopal Safety Program. The goals are to help our congregations improve safety and reduce risks. The DSM does a walk-through of church facilities and completes a 90 question report which is sent to Church Insurance. The congregation receives a report with suggested safety improvements – mostly easy and inexpensive improvements (such as covering electric outlets in Sunday School rooms).

The program is funded by Church Insurance so there is no direct cost to the congregation or diocese. I attended a two day training session sponsored by Church Insurance this spring and am expected to visit all churches in the diocese during the next three years – roughly one third each year. As of the end of August I have completed 7 safety reviews.

EXECUTIVE COUNCIL

The 22 elected and appointed members of the Executive Council have met five times since the last report (Oct 11 & Nov 15, 2007 and Feb 14, May 8 & Aug 14, 2008). The members of the 2007-08 Executive Council were The Rt. Rev. Russell Jacobus (President), The Rev. Dr. Thomas McAlpine, *St. Peter's, Ripon* (Secretary), Mr. James Workman, *St. Luke's, Sister Bay* (Treasurer), The Rev. William L. Bippus, Jr., *St. Paul's, Marinette* (Chair, Commission on Ministry), The Rev. Samuel Nsengiyumva, *St. Peter's, Sheboygan Falls* (2008, Dean, Lake Winnebago Deanery), The Rev. James Trainor, *Intercession, Stevens Point* (2009, Dean, Wisconsin River Deanery), The Rev. Seth Richmond, *St. Anne's, DePere* (2009, Dean, Green Bay Deanery), The Rev. Dean Einerson, *St. Augustine's, Rhinelander* (2010, Dean, Northwoods Deanery), The Rev. Peter Bird, *Holy Trinity, Waupun* (2008), The Rev. Steven Powers, *Trinity, Oshkosh* (2009), The Rev. Wilson Roane, *Retired* (2010), The Rev. John Cell, SSC, *Blessed Sacrament, Green Bay* (2011); (these last four being Clerical Members), Mrs. Winnie Hutjens, *St. Anne's, DePere* (2008), Ms. Carol Gottard, *St. Ambrose, Antigo* (2009), Mrs. Nancy Conrath, *St. Paul's, Suamico* (2010), Mrs. Barbara Drewry-Zimmerman, *St. Paul's, Plymouth* (2011 these last four being Lay Members), The Rev. Dcn. Susan C. Burman, *Holy Trinity, Waupun*; The Rev. Brian Beno, *St. Paul's Cathedral, Fond du Lac*; The Ven. Dr. Edwin Smith, *St. Thomas, Menasha*; Mrs. Sue Plimpton, *St. Paul's, Marinette*; Mr. Bill Gagin, *Grace, Sheboygan*; Mrs. Anne Peterson, *St. Thomas, Menasha* (these last six being Bishop's Appointments).

Actions of the Executive Council included disbursement of outreach funds to Katrina relief and Lambeth bursary program (Oct 11), approval of line of credit for Marshfield with property explicitly as collateral, 2008 Budget as approved by Convention adopted (Nov 15), review of progress of Congregational Financial Reviews, review of plans for Bishop's sabbatical, disbursement of remaining 2007 outreach funds (Feb 14), motion in support of Bishop's offer to assist Eau Claire (with extensive discussion of implications of "junctioning" of two dioceses) (May 8), commitment to financially assist Cathedral in post-flood recovery, received report on reorganization of Centro Comunitario Episcopal in Green Bay, Marshfield line of credit increased (Aug 14).

FAITH ALIVE

www.faithalive.org

A number of congregations in the diocese have held Faith Alive Weekends in the past. Mr. Tony Walter, *St. Thomas, Menasha* is the Diocesan Representative who encourages congregations to hold Faith Alive weekends in the future. Faith Alive is a gentle, thoroughly Episcopal program that provides a special time for members of congregations to re-examine the promises that we

made, or were made for us, at our Baptism, and again when we were confirmed. The Faith Alive Weekend is primarily a time to rethink what these promises mean to each of us, and time will be taken during Sunday's services, for those who desire, to make a new commitment or a recommitment to the Lord. A group of Episcopalians from a number of churches come to your church to lead the Weekend. Their role is as facilitators. The team members are Episcopalians who love our Church, the beauty and richness of the liturgy, and the form of our worship. They are people from all walks of life who have made a conscious commitment to follow Jesus as their personal Savior and Lord. They come at their own expense to share how their lives have been changed through the blessings of following Jesus as Savior and Lord.

FAMILIES OF CLERGY UNITED IN SUPPORT

Submitted by Karen D. Powers, Trinity, Oshkosh

Will you do your best to pattern your life and that of your family in accordance with the teachings of Christ, so that you may be a wholesome example to your people? - BCP p 532

Every deacon and priest is asked this question during the ordination rites and every one has answered, "I will." As a Church we expect the same pattern of life from the families of clergy as we do from the clergy, but as a Church we have not found a way to assist families with that very real challenge. In government this would be called an unfunded mandate.

At the 73rd General Convention (2000) of the Episcopal Church, the Office for Ministry Development and the Church Deployment Office of the National Church sponsored a series of gatherings to discuss "Family of Clergy Wellness". Families of Clergy United in Support (FOCUS) deals with families, not the clergy.

In recognition of clergy families' unique position in the Church, FOCUS was established as an outcome of these discussions to provide organizational support to equip families, and to advocate for families' wellness. There are already in place any number of avenues within the diocese, province and national church to support the health of clergy and congregations.

I sit on the National Episcopal FOCUS Board of Directors based on my advocacy work for the spouses and children of clergy for over twenty years. Much of the work I have done this year has been on the National level. As a Board we have looked for help for families of clergy from the Church Pension Group, from Program Budget and Finance and from Clergy Reflection, Education, Discernment Opportunity (better known as CREDO), all of which have decided that their focus is strictly to wellness of clergy or to wellness of clergy and congregations, not to families of clergy. Minor (but much appreciated) help has come from the National Network of Clergy Associations (NNECA).

The work I have done on behalf of families of clergy (including families of seminarians) in the Diocese of Fond du Lac has had to be confidential and is on a one-on-one basis. Sometimes these begin because I've been sought out by a family of clergy member. Other times it has been because the "ordained half" of a relationship has asked for my help. Still in negotiations with professionals from the national organization will be a chance for the Diocese of Fond du Lac to participate in a facilitated program looking at ways to impact with positive outcomes the families of clergy here.

FINANCE COMMITTEE

Submitted by Jim Workman, Diocesan Treasurer, St. Luke's, Sister Bay

The Finance Committee is a permanent and independent Committee of the Diocese of Fond du Lac, under Section 3.4 of the Canons of the Diocese. The treasurer of the Diocese is *ex officio*

Chair of the Finance Committee. Other members are Bishop Russell Jacobus, The Revs. Rex Perry (Grace, Sheboygan), Pat Rudolph (St. Paul's, Marinette), Mr. Jim Sachs (Intercession, Stevens Point), Mr. Howard Whitehead (All Saints, Appleton), Mrs. Anne Petersen (St. Thomas, Menasha) and Mrs. Stephanie Springborn (Ascension, Merrill). The Committee met twice in 2008, in January and August.

At its January meeting, in the Bishop's office in Appleton, the Committee reviewed year-end financial statements and pledge status for 2008. There was a significant shortage in pledges from congregations to the Diocese for 2008, and expense reductions were made in the budget to adjust for this. Mr. Rich Wilson, head of the Congregational Finance Review Team, discussed the status of reviews on congregations: significant progress has been made since early 2007, but there are still non-compliant congregations.

At its August meeting, also in the Bishop's office, the Committee discussed again a proposal to revise the Clergy Minimum Compensation Schedule, and recommended that it be sent to clergy and wardens for comment, accompanied by a memorandum from the treasurer outlining the major changes from the existing policy, and asking for comments. Mr. Wilson presented an update on congregational financial reviews. It was suggested that the Bishop might include this topic when he meets with vestries on his visitations. Current financial status through June 30 was reviewed. The Committee then discussed the Diocesan budget for 2009, and approved a draft to be submitted to the Executive Council at its meeting later that month for discussion and comment. A salient feature of the 2009 budget is to freeze the asking rate at its current 12% maximum, and to reduce the working time of the Diocesan Youth Ministries Coordinator.

I thank the Committee for their hard work and attention to detail during this year and all the past years. I will be retiring as Treasurer of the Diocese at this year's Convention, and during my tenure as treasurer have been graced with excellent help and support from those who have served on the Finance Committee.

FOND DU LAC PROPERTIES

Submitted by Matthew P. Payne, Diocesan Administrator

The Diocese owns and manages two properties in Fond du Lac located next to the Cathedral at 75 West Division Street (the former Bishop's Residence) and Grafton Hall at 39 North Sophia Street (the former Diocesan Offices). Both properties are currently leased to Solutions Center, a social service agency that provides emergency shelter to women, children and men as well as assistance for those who are in crisis. The Division Street property houses the women's shelter and Grafton Hall houses Solutions Center's offices and therapist's office. The diocese continues to also use about 15% of the building for the Archives Repository and Workroom.

In June of 2008 major flooding affected both properties. The Division Street property saw water fill the basement to the rafters and had to have major mechanical systems replaced. Grafton Hall saw 4 feet of water throughout the interior (since there is no basement) and saw almost a complete re-build of the interior of the building. The re-build made the interior ADA compliant. Insurance covered most of the expense related to both properties with the balance covered through discretionary funds of the diocese.

The archives lost a significant number of artifacts, however most of those lost were not vital for maintaining an accurate archival history of the diocese. Important documents such as Registers of closed congregations and Journals of the Diocesan Convention were saved and restored.

GODLY PLAY

*Submitted by the Rev. Dcn. Diane Murray, Youth Ministries Coordinator, Diocese of Fond du Lac
www.godlyplay.com*

To quote from the Godly Play website "Godly Play teaches children the art of using religious language - parable, sacred story, silence and liturgical action - helping them become more fully aware of the mystery of God's presence in their lives." This method of teaching has been in use since 1972 when it was developed and introduced by the Episcopal priest, Jerome W. Berryman. Although begun for use with children ages 2 through 12, some shut-in visitors trained in Godly Play are finding it works well with adults as well.

Several churches in the Diocese of Fond du Lac have or currently use the Godly Play format. Dcn. Faith Sanders has been instrumental in helping develop this program for us. Faith along with Mthr. Deb Woolsey, Sussex, WI introduced KinderCamp with Godly Play and it is still our teaching method for that today.

In order to meet the request of several churches in the Diocese to offer Godly Play training "closer to home", the Diocese is planning to host a Godly Play Teacher Accreditation Training at Grace Episcopal Church Sheboygan November 20-22, 2008. More information on this is available by contacting the Diocesan office.

If your church is interested in more information about Godly Play you can visit the website listed above, visit the ESCW Resource Center in Appleton which has many Godly Play materials, or you may contact me and I would be happy to arrange to have a Godly Play knowledgeable person visit your congregation.

GREATER GREEN BAY EPISCOPAL MINISTRY GROUP

Submitted by Betty Baer, Chair, St. Anne's, DePere

The Green Bay Episcopal Ministry Group, developed in spring 2003, is a collaborative organization of the four Green Bay Episcopal churches. Representatives of the churches, together with the four rectors are: *Blessed Sacrament*-Brad Jones, David Orchard, Gail Orchard; *Holy Apostles*-Judy Cornelius, Blanche Powless; *St. Anne's*-Betty L. Baer, Helen Benton, Margaret Gonzales; and *St. Paul's*-Christel Giesen, Pat Haggerty, Marie Schiltz.

Major accomplishments during the report period include:

- The fifth Mass-on-the-Grass was successful. For the first time, rain necessitated that this traditionally outdoor Mass move indoors. The smaller space brought parishioners closer together and was valued by us. The Mass collection was donated to a local homeless program.
- GGBEMG supported the Holy Apostles "Paths Crossing" conference. This conference aims to sensitize and enrich others to the Native American culture and create partnerships between Native and Anglo congregations.
- Great progress was made in moving the Latino project forward. Funds that were made available via a UTO grant were used to purchase computer equipment and installed at Blessed Sacrament, the home of the Latino project. A budget was developed which included Diocesan contributed funds for the Director position and the \$9000 raised by GGBEMG to support the project.
- The Latino Advisory Council met regularly and began to explore its neighborhood and community interests and needs. A large open house was held in spring 2008. Latino Council members were active in developing and carrying out programs at this activity. Volunteers from other GGBEMG churches assisted with the program, including food.

- Advisory Council members recommended a name for the Latino Center – Centro Comunitario Episcopal.

At the conclusion of the fiscal year, based upon the many experiences that occurred during the year, it was clear that the Latino project was in some ways a larger undertaking than anticipated. There was a “lack of fit” between the demands of developing and implementing a successful project and the skills of the director who was employed beginning 9-1-07. He resigned in May 2008 and has not been replaced. A full evaluation of the project will be completed this fall and changes will be made over the next several months. A full report will be made to the vestries, the Diocese, and the Executive Council.

Betty Bear resigned, after being the first chair person and many years of service. The GGBEMG wishes to thank Betty for her leadership and devotion to this group. Mark Ortmeyer of St. Anne’s was elected to chair the committee into the future, and we look forward to his leadership and our continued work in this unique ministry within the Diocese of Fond du Lac.

HANDS OF CHRIST DEAF MINISTRY

Submitted by the Rev. Gisele Berninghaus, Minister

www.hocdeaf.org

Hands of Christ Deaf Ministry is an ecumenical ministry supported by five denominations: The Diocese of Fond du Lac, Winnebago Presbytery, East Central Synod of Wisconsin, ELCA, The Wisconsin Conference of the United Methodist Church and Wisconsin Conference of The United Church of Christ. Hands of Christ is a “worshiping community” providing worship in sign language, pastoral care, Christian education, pastoral counseling and advocacy within the Deaf and Hard of Hearing Community. The office for Hands of Christ Deaf Ministry is located at All Saints, Appleton, a place of delightful hospitality.

During this past year, Hands of Christ has continued to hold regular Deaf worship services in the Chapel at First United Methodist, Appleton. Pastor Gisele Berninghaus along with the Hands of Christ Deaf choir travels once a month to lead worship in a hearing congregation in order to allow hearing people to experience the ministry they are helping to support as well as giving hearing folks the opportunity to “see” the Gospel in a new way as the Good News is communicated through sign language. Pastor Berninghaus also uses her voice during these services allowing the hearing folks full access too, so please call and set a date to have us share our ministry with you. We also continue small group Deaf Bible study, both in Appleton and in Oshkosh and this year we added a group in Green Bay; each year we hold a retreat focusing on Spiritual growth. In 2007, we were asked to assist with interpreting worship at the prison in Oshkosh. This has proved to be a very positive experience for the Deaf as well as the hearing inmates. Deaf inmates recognize their need for Bible study, worship and Christian fellowship and greatly appreciate the interpreters who volunteer their time to make this ministry possible. Our Deaf choir also led worship at the prison and it was an amazing experience of God’s grace and freedom, something I never would have expected in prison. Even the guards commented on what an impact it had on everyone. We are blessed to be part of God’s kingdom.

Since 93% of the Deaf population is unchurched, our work is clearly before us. This truly is a mission field here in our midst. This ministry is greatly appreciated by the Deaf community. We are thankful for the financial support we have received from the Diocese as well as from individual congregations. Our financial need is ongoing since the unemployment rate among the Deaf is higher than the hearing population coupled with the limited job opportunities available for Deaf folks. Thank you for your support and for the opportunity to minister with you in Christ’s name.

HAPPENING

Submitted by the Rev. Greg Schultz, Coordinator

<http://happening.episcopalfonddulac.org>

The Happening Steering Committee oversees the operation of the Happening program in the Diocese of Fond du Lac. The committee selects the location, dates and staff for each Happening weekend. It evaluates each weekend and makes necessary changes to make the next weekend even better. The Steering Committee promotes national Happening events and offers all Happeners a chance to attend local and national events. The Steering Committee is made up of both youth and adults who must be past Happeners. There are twelve members on the Steering Committee with a good cross section of congregations represented. The Steering Committee meets before and after each weekend and as needed at other times. Happening is a wonderful opportunity for all high school age youth and adults that work with youth to experience Jesus Christ in a new and exciting way. The weekend gives youth a chance to be together and learn, have fun and grow closer to Jesus. They all get the same information and experience the same activities but they all will have different things that made their weekend special for them. Some say that they renewed their relationship with Jesus and some have started a wonderful relationship with Him.

HEALTH MINISTRIES

Submitted by Delores Wiseman, Coordinator

Members of the Task Force include: Nancy Conradt, *St. Paul's, Suamico*; Wayne Winistorfer, *Trinity, Oshkosh*; and Dolores Wiseman, *All Saints, Appleton, Chair*.

The vision of the Health Ministries Task Force is for every Episcopal Congregation to become a caring place of health and wholeness. Health Ministry in the Episcopal Church focuses on the healing and the health in local congregations. It combines traditions of the Christian Community and the knowledge and tools of modern health care to achieve this healing. The Task Force assists congregations to be "places where health professionals and lay people work together to keep people well – to empower, to educate, to advocate for health, and care for people in need". Health Ministry encourages congregations to learn about healthy life choices and focus on taking good care of their health, and share resources. Presentations at local congregations are offered by the Health Ministries Task Force.

Display tables at the Annual Meeting will have brochures, pamphlets, and booklets on various health issues. Pill boxes, pedometers, and jar openers, cereal samples, coupons, along with other items will be given out.

This past year, the Health Ministries Task Force has submitted articles to the Clarion, talked to people at St. James in Manitowoc about "End of Life Issues", helped co-sponsor a Wellness Fair for a Diocesan Clergy Day, visited St. Matthias in Minocqua regarding their health ministry team. Dolores attended the first NEHM Conference in Kanuga, N.C. and served on the spiritual team and the hospitality team and met with healthcare professionals from all over the U.S., and attended breakout sessions Wednesday evening thru Saturday.

IGLESIA SENDA DE AMOR

Pastor Reinaldo A. DeJesus, Contact

Iglesia Senda de Amor is joint ecumenical effort in the Fox Valley to reach Hispanics in the name of Christ as mainline Christian Churches. The community worships at Grace Lutheran Church in Appleton. Steering Committee Members from the Diocese of Fond du Lac are the Rt. Rev. Russell E. Jacobus, Bishop of Fond du Lac and Marion Bowers, *All Saints, Appleton*.

JUBILEE MINISTRIES

Submitted by the Rev. Michael Burg, Deacon

www.episcopalchurch.org/jubilee.htm

The mission of Jubilee Ministry is to make a direct and dynamic link between our theology and our ethics - said another way - the talk of our faith and the walk of our faith. As Christians we do this by

- calling the church to live out its prophetic voice of empowering local people to "do justice, love mercy, and walk humbly with their God" (Micah 6:8)
- responding to the Gospel's call to "feed the hungry, give drink to the thirsty, welcome the stranger, clothe the naked, care for the sick, and visit the imprisoned" (Matthew 25:35)

Three congregations in the Diocese of Fond du Lac have Jubilee status; THE TABLE at *St. Augustine, Rhineland*, BROKEN BREAD at the *Cathedral Church of St. Paul, Fond du Lac* and OUR LADY'S PANTRY *Grace, Sheboygan*. The National church requires that the Jubilee Centers have a site visit every 6-7 years to review the ministry and to recertify it as a Jubilee Center. Last year the three sites were visited, reports were written and approved for Jubilee status.

LAMBETH CONFERENCE

Submitted by the Rt. Rev. Russell E. Jacobus, bishop

Jerrie and I represented the Diocese of Fond du Lac at the Lambeth Conference, the gathering of the Anglican Bishops world-wide, held every ten years. Bishops and spouses are personally invited by the Archbishop of Canterbury to the Lambeth Conference, held on the grounds of the University of Kent, Canterbury, England. The conference was just about three weeks long.

Unlike the 1998 Lambeth Conference where we drafted papers and voted on resolutions, the Conference in 2008 was focused on establishing of relationships with bishops from around the world, and talking in Bible Study Groups and *Indaba* groups about the challenges we face as bishops in the contexts in which we live. It was very tragic to hear how bishops in some countries are not able to evangelize and preach publically because their governments would arrest and even kill them. It was upsetting to hear a bishop from the Solomon Islands speak about the changing environment and how climate change will raise the ocean to the extent that the islands will be under water in the near future. It was heartrending to hear from the bishops who walk eight hours through the jungle to reach some of their congregations.

Throughout the conference we discussed the role of the Bishop as it relates to issues facing the church and society, such as the environment, evangelism, social justice, the Bible in Mission, human sexuality, a possible Anglican Covenant, the continuation of the Windsor process, and the Bishop as leader in God's mission. Both Jerrie and I come home more committed to the Anglican Communion, and more passionate about how we might be able to continue the relationships we began, and assist our brothers and sisters around the world with the challenges they face, all done for the glory of Jesus Christ.

MARRIAGE ENCOUNTER

The Rev. Verne L. and Ruth Walter, Contacts, St. Alban's, MARshfield

Marriage Encounter offers a weekend experience designed to give married couples the opportunity to learn a technique of loving, Godly communication that they can use for the rest of their lives. While not a functioning ministry area at this time in the diocese, Bishop Jacobus has designated Fr. Verne and Mrs. Ruth Walter as our contacts in this area.

MINISTRY, COMMISSION ON

The Commission on Ministry exists to assist people in discerning a vocation to ordained ministry in the Church and to advise the Bishop about the suitability of individuals for ordination. During the past year, the Commission met several times to interview people who are either considering the possibility of ordained ministry or are in the process leading to ordination. It has also met with the Bishop to consult with him on policy and the various steps which must be completed before ordination is possible. Currently serving on the Commission on Ministry are: the Rev. William Bippus, *St. Paul's, Marinette*; Val Burg, *Grace, Sheboygan*; the Rev. John Cell, *Blessed Sacrament, Green Bay*; Dave Natzke, *St. John's, Wisconsin Rapids*; Bruce Rathe, *Intercession, Stevens Point* (resigned April, 2008); the Rev. Dcn. Linda Schmidt, *Ascension, Merrill*; the Rev. Jim Trainor, *Intercession, Stevens Point*; and Sara Vetter, *St. John's, Wausau*. Questions about the Commission on Ministry should be addressed to the Chair, The Rev. William Bippus (715-735-3719).

REGISTRAR, DIOCESAN

Submitted by the Rev. Barry Whenal, Registrar

Since the last Annual Convention I have recorded in the Register of the Diocese:

Ordinations to the Diaconate

Joel Lee Turmo (22 Dec 2007)
Geoffrey Fremont Ward (22 Dec 2007)
Marie Therese Gray (26 Apr 2008)

Ordinations to the Priesthood

Joel Lee Turmo (28 Jun 2008)

Letters Dimissory received

Barbara C. Johnson, priest, *from the Diocese of Ohio* (21 Jan 2008)

Letters Dimissory granted

Deborah Jean Woolsey, priest, *to the Diocese of Milwaukee* (5 Oct 2007)
Theodore H. McConnell, priest, *to the Diocese of East Carolina* (3 Dec 2007)
Scott Allan Thompson, priest, *to the Diocese of Texas* (21 Apr 2008)
Arthur W. Mattox, priest, *to the Diocese of Quincy* (6 Jun 2008)

Deaths

Edmund Reynold Webster (11 Nov 2007)
Charles Walton Fitch (9 Feb 2008)

RESOURCE CENTER, DIOCESAN

ecsw.org/resourcecenter

The ECSW Resource Center at 16 Tri-Park Way, Appleton has a treasure house of books, programs, videos, music and just about any kind of information you might need to run your congregation. There are job forms and descriptions, VBS material, Sunday school programs, special Bible studies for men or women, interesting service materials, health issue reports. The Resource Center is run by the ELCA Lutherans with the Diocese of Fond du Lac having an associate membership. Any member of any congregation can borrow from the Center. There is an Episcopal-centric section of material. This year 17 of our congregations have used the center.

SABBATICAL

Submitted by the Rt. Rev. Russell E. Jacobus, bishop

My sabbatical in 2008 began with a little retreat time at St. Mary's Retreat House in Santa Barbara (run by the Sisters of the Holy Nativity). While out west I attended a conference on Reconciliation held in Los Angeles. This was excellent in preparation for participation in the Lambeth Conference. In addition to time preparing for the Lambeth Conference and time reflecting on it following our return, I also took time for refreshment and relaxation.

When the Cathedral and Diocesan Archives flooded, I deliberately kept to my sabbatical plans and did not return to get involved. I found this very difficult. I also realized that retirement would require me to do the same, and discovered that I probably won't be good at retiring. This gave me a lot to ponder, especially since I turn sixty-five next year.

I want to thank the diocese for affording me this time for refreshment and renewal, and thank the diocesan staff for "holding down the fort" while I was away.

SISTERHOOD OF THE HOLY NATIVITY

www.episcopalian.org/shn

The Sisterhood of the Holy Nativity is a Women's Religious Order of the Episcopal Church. Its special dedication is to the Incarnation of Jesus. Its special focus is to bringing others to a knowledge and personal experience of the meaning of the Incarnation in their own lives and the lives of others. The Sisters live in community and observe daily monastic offices as well as regular celebration of the Holy Eucharist. Sisters work in a variety of ministries including such things as pastoral care and Retreat work. Currently, their Mother House is in Wisconsin on Green Lake. The Sisters continue to operate a vibrant Retreat ministry in Santa Barbara, CA. The Sisters continue to welcome new members whose diverse talents and backgrounds enrich and renew the life of the century old Community.

SOLO FLIGHT

Carol Feller Gottard, Contact

Solo Flight is an Episcopal Singles Ministry that provides a forum for single adults at an Annual Conference at Kanuga Conference Center in the western North Carolina. Bishop Jacobus has designated Carol Gottard as our contacts in this area.

STANDING COMMITTEE

Submitted by the Rev. Ed Smith, President, St. Thomas, Menasha

The Standing Committee consist of four clergy and four laity elected proportionally at each Diocesan Convention for four year staggered terms. The Committee meets approximately six times a year. Among the duties of the Standing Committee are to serve as a council of advice to the Bishop, approve the process for persons seeking ordination, consent to the sale or purchase of property and mortgage obligations, consent to Episcopal elections, and become the ecclesiastical authority for the Diocese of Fond du Lac in the case of an Episcopal vacancy.

The members of the Standing Committee for the year have been Mrs. Sandra Muinde, *Trinity, Oshkosh*, Mr. Paul Madary, *St. Anne's, DePere*, Mrs. Sue Workman, *St. Luke's, Sister Bay*, Mr. Bruce Rathe (Secretary), *Intercession, Stevens Point*, Fr. Wilson Roane, *Retired*, Fr. Samuel Nsengiyumva, *St. Peter's, Sheboygan Falls*, Fr. James Conradt, *St. Paul's, Suamico* and Fr. Ed Smith (President), *St. Thomas, Menasha*.

SUMMER CAMP

Submitted by the Rev. Dcn. Diane Murray, Coordinator

The Diocese of Fond du Lac held camp for the third summer at Crescent Lake Bible Camp just west of Rhinelander. Once again we had campers not only from the Diocese of Fond du Lac in Wisconsin, but from the other two Wisconsin Dioceses and other states including Virginia, South Dakota, Texas and Illinois.

Sessions began with Senior Camp for high school students grades 9-12. Senior camp was held Sunday June 15 through Saturday June 21. There were 32 campers and 11 staff at camp this summer. The program theme was "Discipleship" with Rusty Leary and Aran Walter, from St. Thomas, Menasha leading us through a week where we were challenged to examine what it is like to live as a disciple of Christ in this time and the implications for us as individuals and for the future of God's people. Each day contained the rhythm of worship and ended with a celebration of Eucharist in a variety of settings. Chaplain was Fr. Peter Bird, Waupun; Session Director was Dcn. Michele Whitford, Sheboygan; Music was headed up by Matthew Payne, Menasha. Other staff included: Amy Heimerl, Merrill; Jennifer Rivera, Milwaukee; Chris Schatzman, Racine; Anne Schuette, Manitowoc and Nick Whitford, Sheboygan Falls. A guest appearance was made by David Diebels, a student at UW Whitewater, who came back for an evening to make his legendary grilled cheese sandwiches for a third year.

Sunday June 22 through Thursday June 26 both Middler Session for grades 6-8 and Junior Session for grades 2-5 were held. Held at the same time, each session had its own staff and program coming together during meal time and some activity time. Middler Session focused on what has become known as the Babylonian Blues, the time after King Solomon's reign through the divided kingdom of Judah and the exile of God's people. We had 31 campers and 7 staff for the Middler Session. Fr. Tom McAlpine, Ripon served as Chaplain, Jennifer Rivera, Milwaukee was Session Director and other staff included Andy Anderson, Menasha, home on leave from the U.S. Marines; Dan Werbeckes, Menasha; Nikki Tillema, Mosinee; Gordon Stillings, Menasha; Amy Heimerl, Merrill assisted both Middler and Junior sessions with arts & crafts, and musicians for both sessions included Matthew Payne and Jake Pagel both from Menasha.

When we added 2nd grade to Junior camp several years ago, we had to add new programming so this year we took an in depth look at Joseph, son of Jacob. A variety of media is generally used to work through our camp themes and this year was no exception. We began Junior camp with an overview of Joseph by watching the Veggie Tales movie, "The Ballad of Little Joe". Mthr Barbara Sanja, Sister Bay served as Chaplain and provided a new activity "kite flying" through the donation of several wonderful fabric kites. Only one kite was lost forever to a tree! Other staff included: Session Director Hannah Mackie, Mosinee; Tyler Cleworth, Menasha; Chuck Collier, New London; Annette Fabiano, Sheboygan; Emily Kiefer, Oshkosh; Whitney Kilpatrick, Menasha; Aimee Mackie, Mosinee; Joan Paterson, Menasha; Stephanie Rogers, Menasha; Dale Staege, Menasha; Keri Walker, Menasha; Rob Prehn, Menasha who also helped with music. As has been the custom, staff for Junior Session is a mixture of adults, and high school students. We had a total of 47 campers and 17 staff for the session.

KinderCamp held Thursday June 26 through Saturday June 28 was the final session of our camping season. Godly Play was again the method we used for our program with stories including: the parables of the Good Shepherd and the Good Samaritan, the Synagogue and Upper Room, The Faces of Christ and the Mystery of Pentecost. The weather co-operated so we could hold the third annual whipped cream toss followed, after a quick clean up, of a pontoon ride on Crescent Lake. This year we had 15 young campers and 14 adult campers with 4 staff. Mthr. Deb Woolsey, Sussex was our Chaplain and story teller; Karen Staege, Menasha provided music with some assistance from James Kilpatrick (an adult camper) and Dale Staege, Menasha graciously assisted where ever needed.

Dcn Diane Murray served all sessions as Director. Staff "at camp" Sunday mornings were warmly welcomed at worship at St. Augustine's, Rhinelander. Our camp t-shirts featured a rendition of a Hodag holding an Episcopal Shield drawn by a member of St. Augustine's. According the Rhinelander city's website, Rhinelander is "the home of the Hodag" The Hodag is a fictional animal of American folklore begun in the Rhinelander area and memorialized in that area today.

TRUSTEES

Submitted by Brock Bownrigg, Secretary

Members of the Trustees are: the Rt. Rev. Russell E. Jacobus (President), The Rev. Patrick Rudolph, *St. Paul's, Marinette* (2009), Mr. Dan Hornung, *St. James, Manitowoc* (Vice-President 2010), The Rev. James Fosdick, *St. Mary of the Snows* (2010), Mrs. Tasha Crouse, *St. Peter's, Sheboygan Falls* (2008), Mrs. Dixie Reisbeck, *St. John's, Wisconsin Rapids* (2008), The Rev. Barbara Sanja, *St. Luke's, Sister Bay* (2008), Mr. Fred Darling, *St. Anne's, DePere* (2010), Mr. Ray Dodge, *St. Anne's, DePere* (2009), Mr. Brock Bownrigg, *St. Peter's, Sheboygan Falls* (Secretary 2009) and Mr. James C. Workman, *St. Luke's, Sister Bay* (Ex-Officio, Treasurer). The Trustees submit this summary report of current year activities to the 134th Annual Diocesan Convention 2008. The trustees met on December 1, 2007 at Holy Apostles', Oneida; on February 23, 2008 at All Saints, Appleton; on May 10, 2008 at Intercession, Stevens Point and conducted four teleconferences: November 5, 2007; May 27, 2008; July 18, 2008 and September 20, 2008.

November 5, 2007 -Trustee teleconference to discuss financial request from St. Alban's, Marshfield.

December 1, 2007 -Initial meeting of the 2008 trustees. Dan Hornung elected Vice-President and Brock Bownrigg elected Secretary. Reviewed 3rd quarter Trust Fund Report. Reviewed insurance coverage for the Diocese. Representatives of Holy Apostles', Oneida discussed the history of the church and the Oneida Tribe. The trustees were taken on a tour of the Church, Convent and Vicarage.

February 23, 2008 -Reviewed 2007 performance of Diocese Common Trust with representatives from JP Morgan. An update on the Chilton Property land contract was provided. The Bishop appointed Rich Wilson as Diocesan Safety Manager who will conduct risk assessments and enable parishes to improve safety and decrease liability. The Bishop reviewed the role of the Trustees.

May 10, 2008 -A report was provided on the Investment Committee and the trustees adopted a Fiduciary Portfolio Asset Allocation Guideline as recommended. A Report of Funds in the Diocesan Common Trust was reviewed. Bishop Jacobus discussed the "Greater Wausau Group". Church leadership from Mosinee, Wausau, Antigo and Merrill are meeting to facilitate ways to work together. Bishop Jacobus also discussed the possibility of "junctioning" the Dioceses of Fond du Lac and Eau Claire.

May 27, 2008 -Trustee teleconference to review a purchase offer for the Vicarage in Mosinee and approve a Counter Offer.

July 18, 2008 -Trustee teleconference to discuss issues surrounding the restoration of Grafton Hall and the former Bishop's Residence after the June flooding in Fond du Lac. Current insurance coverage provides for replacement only (after deductible) so the Trustees approved proceeding with the repairs and renovation.

September 20, 2008 -Trustee teleconference to review Diocesan Insurance coverage with representative of Church Insurance. Bishop Jacobus reported that the Mosinee Vicarage had been sold and a sale was pending on the Merrill Vicarage. A report on the Fond du Lac properties distributed earlier was reviewed.

UNITED THANK OFFERING

Submitted by Carol Feller Gottard, Diocesan Coordinator

www.episcopalchurch.org/uto/

The United Thank Offering (UTO) is an organization founded by women in 1889 that has become a worldwide effort to help meet compelling human needs and to expand the mission and ministry of the church – for men, women, and children throughout the world.

The UTO is a way for each thankful person to give tangible thanks to God. The Blue Boxes, available in most congregations, are used by individuals to drop money in as they offer prayers of thanksgiving to God for blessings received. This money is then given in an ingathering held twice a year. The money received in each congregation is then gathered by the Diocesan Coordinator and sent to the national office where it is combined with the ingatherings of all the other churches and then granted to various recipients to further their efforts, expand the mission and ministry of the church.

<i>Congregation (rounded)</i>	<i>2007</i>	<i>2008</i>
St. Olaf's, Amherst	\$110	\$85
St. Ambrose, Antigo	\$160	\$108
All Saints, Appleton	\$303	\$442
St. Anne's, DePere		\$879
Cathedral of St. Paul, Fond du Lac		\$345
Blessed Sacrament, Green Bay		\$75
St. Paul's, Marinette	\$207	\$198
St. Alban's, Marshfield	\$187	\$103
St. Thomas, Menasha	\$1,544	\$612
Ascension, Merrill	\$65	\$70
St. Matthias, Minocqua		\$1,728
New Life, Mosinee	\$47	
Trinity, Oshkosh		\$863
St. Paul's, Plymouth	\$183	\$160
St. Augustine, Rhinelander		\$133
St. Peter's, Ripon	\$115	\$42
St. John's, Shawano		\$234
St. Peter's, Sheboygan Falls		\$222
St. Luke's, Sister Bay	\$322	\$290
CKHNativity, S-Bay & Jport	\$160	\$93
St. Paul's, Suamico	\$261	\$235
St. Barnabas, Tomahawk	\$30	
St. Mark's, Waupaca	\$65	\$42
St. John's, Wisconsin Rapids	\$190	\$278
TOTALS	\$3,949	\$7,237

The information here reflects the names of congregations and amounts they sent through the Diocesan UTO Coordinator. Those churches who sent the results of their ingatherings to the national office may not be listed, because their contributions will not be reported to the coordinator until sometime late next year.

Because of the generosity of the many thankful people in the Diocese of Fond du Lac, the amount of funds available for the UTO grants in the next year will be increased. Many thanks to all of those who contributed. May God Bless You All.

WISCONSIN COUNCIL OF CHURCHES

Submitted by Pastor Vicki Natzke, St. John's, Wisconsin Rapids

www.wichurches.org

The Wisconsin Council of Churches is a community of Churches that proclaim the Triune God as revealed in Jesus Christ. Priorities for the Council during the next three years are theological education, prayer and spirituality, and the relationship of economic justice and nonviolence to Christian life and the mission of the Church. Although it is a fully independent organization accountable only to its member churches, the WCC communicates regularly and collaborates with local ecumenical groups in Wisconsin, other state Councils of Churches, the National Council of Churches and the World Council of Churches.

The members of the Wisconsin Council of Churches are the 37 Wisconsin judicatory units of 13 denominations. The Board meets once a year in December for a one and a half day session. Diocese of Fond du Lac representatives were the Rev. Vicki Natzke, *St. John's, Wisconsin Rapids* and Nancy Kuhn, *St. Peter's, Ripon*. Previously elected by Convention, the representatives are now chosen by the diocese's Executive Council. A smaller Executive Council functions on behalf of the Board between annual meetings.

The largest event sponsored by the WCC is the Washington Island Forum. The featured speaker last summer was Diana Butler Bass, Senior Fellow at the Cathedral College at Washington

National Cathedral. Next year's forum will be June 22 through 26th. The Forum will open with a presentation on the theology of church music by Dr. Marlene Kropf, Associate Professor in Spiritual Formation at the Associated Mennonite Biblical Seminary and Minister of Worship for the Mennonite Church USA. The Forum will also feature three mornings with the Rev. John Lambertson Bell, a minister in the Church of Scotland, noted broadcaster, lecturer and musician. He is also known for his hymn-writing, many published by the Iona Community in Scotland and G.I.A. Publications in North America.

For more information about Wisconsin Council of Churches, log onto www.wichurches.org. All events are for lay and ordained.

YOUTH AND YOUNG ADULT MINISTRY

Submitted by the Rev. Diane Murray, Coordinator

November 2007 was marked by the Fall Lock-In for middle and high school youth held at St. John's New London. Todd Simonis, formerly of the Diocese of Fond du Lac and currently the Young Adult Pastor at St. Andrew's Church, Mount Pleasant, South Carolina joined us as we explored the idea that "The Kingdom of God is at Hand". Through teaching, prayer and practice we went out into the community surrounding St. John's and looked deeper into ourselves finding that the kingdom of God is indeed "at hand". It was a very powerful experience difficult to put into words.

The end of February into March 2008 had two vans of college and high school age folks joined by a few older adults crossing the country, through a snowstorm to attend re:mix 2008 Kingdom Outbreak Conference, in Maryland. This conference aimed at mission had Mike Pilavachi, founder of Soul Survivor (www.soulsurvivor.com) in the UK as the featured speaker and Sean Feucht, founder of Burn 24-7 (www.burn24-7.com) as worship leader. The aim of these conferences organized by Rock The World (www.rocktheworld.org) in Pennsylvania is to introduce young people to the idea that they can make a positive impact in the lives of others, both at home and abroad, by living missional lives focused on Christ. I assure you, many young people from our diocese are doing just that!

We continue to offer Happenings in spring and fall alternating between All Saints, Appleton and St. John's, Wausau for high school age youth. You can learn more about this in its own report. We also continue to offer a Summer Camp program, also with its own report.

While many churches and other organizations make mission trips available for young people, the Diocese continues to do this as well. In July 2008 25 people from 9 different churches and 2 from Virginia (17 middle & high school youth) participated in Group Workcamp's Mission (www.groupworkcamps.com) on Rosebud Reservation in central South Dakota. Our base for the week was the Todd County Middle School in Mission, South Dakota. Four of the adults served on staff for the week while everyone else was assigned, along with about 325 other folks from around the US, to home repair projects throughout the reservation. It was an experience learning to live in community with strangers, some from different cultures and backgrounds from us. Many potentially lifelong friendships were forged, skills were honed or learned and faiths deepened. Preliminary plans are underway for a mission trip to Juarez, Mexico in the summer of 2009.

Several churches in our diocese continue to offer local opportunities either independently or with other Episcopal churches or churches of other denominations within the local communities for young people. We also continue to see a beginning into the connection between some of our churches and college campuses. The Church of the Intercession in Stevens Point is making great strides with this and the development of a Canterbury Club on campus and a regular

Sunday evening gathering of college age people, and others for worship, fellowship and a simple meal. I encourage you to talk to Dcn. Mary Trainor at Intercession for more information on this.

Over the past year I have had the wonderful opportunity to vision and dream with many of our church leaders. Even with the large number of opportunities competing for people's time, many of our congregations are successfully bringing the message of Christ to the world through young people. May we as a diocese continue to support this ministry. If we can assist your congregation, please let us know.

FINANCIAL REPORTS

*For the Calendar Year Ending December 31st, 2007
Independent Auditors Report by Schenck, SC, is on file.*

Diocesan Operations

Why does the Diocese need funds?

Broader ministry: pooled funds support, foster and implement ministries that might not otherwise happen or exist. Clergy support (clergy days, retreats, continuing ed); youth ministry support (programs, resources and summer camp); congregational support (workshops, programs, aid) are but a few examples.

Episcopal support: the Bishop's ministry, which can include visitations and canonical requirements to assisting congregations in deployment or dealing with a crisis.

INCOME	12/31/2006	12/31/2007
<i>Pledges from Congregations</i>	\$508,370	508,045
<i>Interest from Investments</i>	\$76,231	70,266
<i>Other (Clarion, Rent)</i>	\$17,608	34,983
TOTAL INCOME	\$602,209	613,294
EXPENSE		
<i>Outreach & Mission</i>	\$143,506	127,729
<i>The Episcopate</i>	\$161,716	169,821
<i>Ordained Ministry</i>	\$24,377	24,404
<i>Congregational/Diocesan Ministries</i>	\$76,866	93,153
<i>Diocesan Administration</i>	\$188,611	200,318
TOTAL EXPENSE	\$595,077	615,425
Net Income	\$7,132	(2,131)

Congregation by City	Received	Pledged	Vs. Pledge
ALGOMA	3,076	3,076	0
AMHERST	1,500	1,500	0
APPLETON	35,080	35,080	0
DEPERE	34,693	34,693	0
EAGLE RIVER	7,933	7,933	0
FISH CREEK	4,000	4,000	0
FOND DU LAC	30,471	30,471	0
GARDNER ¹	854	1,024	(170)
GREEN BAY	8,327	8,327	0
MANITOWOC	11,600	11,600	0
MARINETTE	14,580	14,580	0
MARSHFIELD	8,786	8,786	0
MENASHA	61,454	61,454	0
MERRILL	9,780	9,780	0
MINOCQUA	16,380	16,380	0
MOSINEE	7,117	7,117	0
NEW LONDON	14,995	14,995	0
ONEIDA ²	11,926	9,000	2,926
OSHKOSH	38,317	38,317	0
PLYMOUTH ³	10,749	11,726	(977)
RHINELANDER	11,527	11,527	0
RIPON	15,478	15,478	0
SHAWANO	3,828	3,828	0
SHEBOYGAN	29,772	29,772	0
SHEBOYGAN FALLS	15,600	15,600	0
SISTER BAY	12,200	12,200	0
STEVENS POINT	13,885	13,885	0
STRGN BAY & JPORT	13,068	13,068	0
SUAMICO	5,402	5,402	0
TOMAHAWK	666	666	0
WAUPACA	14,688	14,686	2
WAUPUN	5,822	5,822	0
WAUSAU ⁴	22,840	23,831	(991)
WISCONSIN RAPIDS	11,651	11,651	0
Total Pledges	508,045	507,255	790

How much is asked from congregations?

The Finance Committee recommends an Asking to provide enough revenue to fund mission and ministry. The 2008 asking was 10% of the first \$25,000 and 12% of revenue above \$25,000.

How is the money spent?

Support for Outreach and Mission (Congregational Aid, National Church Pledge, Province Dues, Ecumenical Membership, ERD, UTO)

Support for the Episcopate (Stipend, Pension, Housing, Expenses, Reserves)

Support for Ordained Ministry (Continuing Ed, Retreat, Background Checks, Deployment, Deacons' School, Retired Clergy Insurance)

Support for Congregational and Diocesan Ministries (Task Forces, Commissions, Workshops, Youth Ministry, Christian Formation, Summer Camp)

Support for Diocesan Administration (Payroll, Convention, Audit, Utilities, Maintenance, Communication, Licenses, Insurance, General Convention Reserve)

Please note that almost all expenditures are used to subsidize and NOT fully fund ministries. For example, in 2007 the Summer Camp expenses were over \$30,000. The diocese supported \$7,000 of this expense, with the balance coming from camper fees and other gifts.

¹ 2007 Pledge satisfied in 2008; ² 2007 Pledge paid at Asking level; ³ 2006 Pledge overpaid, 2007 pledge satisfied; ⁴ Includes 2006 pledge payments made in 2007, 2007 Pledge satisfied in 2008

DIOCESAN FUNDS

Brief Explanation

= cash account connected to invested principal

- *Altar Guild*-held by the Diocesan Altar Guild
- *Amann#*-clergy continuing education support
- *Bp Discretionary#*-Bishop's Discretionary Use
- *Butler#*-studying for priesthood support
- *Capital Loan#*-revolving loan
- *Church Develop*-non-operating support initiatives
- *CPC#*-pass-thru for CPC
- *Deacons' School*-non-operating holding
- *Diocesan Organ#*-maintain non-electric organs
- *ECW Prov V*-non-operating holding
- *ECW*-non-operating holding
- *Eucharistic Fest#*-Eucharistic Festival support
- *EYE*-reserve for Episcopal Youth Event
- *Fey#*-male seminarian support
- *GB Ministry*-Green Bay area ministry
- *GC*-reserve for General Convention
- *Happening*-Non-operating holding
- *History Publication*-reserve for history publication
- *Lambeth*-reserve for Lambeth
- *Mission Trip*-non-operating holding
- *Resource Center*-gift for resource center
- *Roddis Loan Fund#*-revolving loan
- *Sabbatical*-reserve for Bishop's sabbatical
- *Securities* -account to allow securities redemption
- *Stevens #*-grant for congregational program support
- *Succession*-reserve for succession of Bishop
- *Youth Work*-non-operating holding account
- *Zimmer#*-men studying for ordination

Fund Balances 12/31/2007

Operating Funds	
OPERATING / PETTY CASH	(12,488)
Non-Operating Funds	
ALTAR GUILD	1,214
AMANN RESTRICTED	596
BISHOP DISCRETIONARY CK	15,597
BISHOP DISCRETIONARY MM	3,287
BUTLER RESTRICTED	669
CAPITAL LOAN	(32,045)
CHURCH DEVELOPMENT	299
CPC	192
DEACON SCHOOL RESERVE	1,536
DIOCESAN ORGAN RESTRICTED	298
ECW	330
ECW PROV V RESTRICTED	7,665
EUCCHARISTIC FESTIVAL RESTRICTED	949
EYE RESERVE	1,975
FEY RESTRICTED	1,334
GB MINISTRY	40,789
GC RESERVE	9,846
HAPPENING	608
HISTORY PUB RESERVE	2,250
LAMBETH RESERVE	9,900
MISSION TRIP	696
OUTREACH RESERVE	5,985
RESOURCE CENTER	632
RODDIS LOAN	56,524
SABBATICAL RESERVE	4,582
SECURITIES	500
STEVENS RESTRICTED	7,831
SUCCESSION RESERVE	13,893
UTO	270
YOUTH WORK	5,286
ZIMMER RESTRICTED	36

Capital Loan Fund 12/31/2007		
<i>Cash</i>	Balance 01/01	4,605.69
	Principal Payments Received	1,694.78
	Interest on Investments	5,922.16
	Investments Redeemed	0.00
	Interest on Receivables	1,320.22
	New Loans Made	(40,355.19)
	Capital Expenses	(5,232.60)
	TOTAL CASH 12/31	(32,044.94)
<i>Investments</i>	Common Trust Fund (Market)	148,916.44
<i>Loans Receivable</i>	Ascension, Merrill (03/04)	4,742
	St. Alban's, Marshfield (12/07)	25,000
	New Life, Mosinee (10/04)	13,232
	New Life, Mosinee (08/06)	10,600
	New Life, Mosinee (11/06)	26,500
	New Life, Mosinee (09/07)	16,711
	St. Barnabas, Tomahawk (06/00)	9,571
	TOTAL LOANS RECEIVABLE	106,356.00
	TOTAL ASSET-CAPITAL	223,227.50

W.H. Roddis Memorial Building Fund 12/31/2007		
<i>Cash</i>	Balance 01/01	40,588.68
	Principal Payments Received	23,043.55
	Interest on Investments	624.71
	Investments Redeemed	0.00
	Interest on Receivables	1,267.40
	New Loans Made	0.00
	Transfer to Common Trust	(9,000.00)
	TOTAL CASH 12/31	56,524.34
<i>Investments</i>	Common Trust (Market 12/31)	22,722.76
<i>Loans Receivable</i>	Antigo, St. Ambrose (10/06)	4,200
	TOTAL LOANS RECEIVABLE	4,200
	TOTAL ASSET-RODDIS	83,447.10

COMMON TRUST FUND

Description: The Diocesan Common Trust Fund (DCT) is a diversified portfolio of equity and fixed income securities, professionally managed investment portfolio designed to provide current income while maintaining purchasing power of principal. It allows congregations

Allocation		Annualized Performance		
		2006	2007	Lifetime
54.1%	DCT Bonds, Cash & Equiv	3.9%	7.1%	5.8%
	Lehman Bond Index	4.1%	7.4%	6.1%
45.9%	DCT Equities	20.2%	7.0%	11.5%
	S&P 500 Index	15.8%	5.5%	10.3%
100%	DCT Total	12.5%	7.5%	7.8%

to invest small sums for their benefit. The Trustees oversee and provide guidance to JPMorgan Private Client Services who provides investment expertise. The equity component will vary between 40 and 60 percent; the actual weighting is at the discretion of the Advisor and is based on their outlook for investment returns. The fixed income component consists of individual securities issued by the U.S. Treasury, government agencies and corporations and is managed for safety of principal and current income. Distributions are 1% of the market value each quarter. Participation is open to all congregations and organizations affiliated with the Diocese of Fond du Lac 23 congregations currently participate (see detail below) with St. James, Manitowoc becoming a participant in 2008. Lifetime DCT returns compare favorably to both the indices and to comparable funds. *The total market value for the DCT was \$ 5,806,299.61 on December 31, 2007*

Common Trust Fund Participants

As of 12/31/2007 (Values listed are Market Value)

TRUSTEES, DIOCESE OF FOND DU LAC	
AMANN RESTRICTED	58,592.76
BISHOP DISCRETIONARY RESTRICTED	117,713.54
BUTLER DISCRETIONARY	19,674.80
CAPITAL RESTRICTED	148,916.44
DIOCESAN DISCRETIONARY ENDOWMENT	790,225.30
DIOCESAN MISSIONS PERMANENT	369,019.78
DIOCESAN ORGAN RESTRICTED	10,231.25
DIOCESAN PERMANENT ENDOWMENT	529,138.64
EUCCHARISTIC FESTIVAL RESTRICTED	26,877.84
FEY RESTRICTED	153,829.41
GREEN BAY RESTRICTED	110,502.27
INFIRM CLERGY RESTRICTED	30,881.48
MANNINGHAM YOUTH WORK RESTRICTED	30,154.86
RODDIS RESTRICTED	22,722.76
STEVENS MISSION RESTRICTED	54,518.41
ZIMMER RESTRICTED	18,136.09
SUBTOTAL:	2,491,135.63
SISTERHOOD OF HOLY NATIVITY	
SISTERHOOD OF HOLY NATIVITY FOND DU LAC	55,010.23
SISTERHOOD OF HOLY NATIVITY SAN DIEGO	41,890.09
SUBTOTAL:	96,900.32
FOND DU LAC, ST PAUL'S CATHEDRAL	
RESTRICTED FUND	261,776.33
UNRESTRICTED FUND	509,282.28
SUBTOTAL:	771,058.61
ALGOMA, ST AGNES	
ALGOMA DISCRETIONARY FUND	1,095.16
BLACKMAN FUND	969.44
NEUMAN FUND	27,186.06
SAMUEL & BERTHA PERRY ENDOW	38,462.33
ST AGNES FUND	14,727.83
SUBTOTAL:	82,440.82
AMHERST, ST OLAF	
LARSON-THAYER MEM	6,432.74
ST OLAF FUND	2,387.83
SUBTOTAL:	8,820.57

ANTIGO, ST AMBROSE	
ANTIGO PERMANENT MISSION FUND	4,925.18
EMMA L MILLARD FUND	7,281.57
ST AMBROSE TRUST FUND	804.00
SUBTOTAL:	13,010.75
APPLETON, ALL SAINTS	
STEWART/PUTNAM FUND	5,555.55
SUBTOTAL:	5,555.55
DEPERE, ST ANNE'S	
ALTAR GUILD FUND	1,891.43
ALTAR GUILD-GERTRUDE J MURPHY	1,465.89
REV CN B F MILLER MEM	114,653.44
SUBTOTAL:	118,010.76
EAGLE RIVER, ST MARY'S	
ELLIS FUND	119.52
JOHN R FISHDICK	5,465.50
MARGARET BECK FUND	20,978.61
MEM FUND	6,778.20
QUAGGY FUND	191.07
ST MONICA'S GUILD	2,410.72
SUBTOTAL:	35,943.62
GARDNER, PRECIOUS BLOOD	
CEMETERY PERPETUAL CARE	47.52
PRECIOUS BLOOD FUND	3,664.42
SUBTOTAL:	3,711.94
GREEN BAY, BLESSED SACRAMENT	
DEBECK SUNDAY SCHOOL ENDOWMENT	1,703.27
SUBTOTAL:	1,703.27
MINOCQUA, ST MATTHIAS	
MEM GARDEN ENDOW	12,377.49
QUAGGY FUND (ST MATTHIAS)	260.15
ST MATTHIAS MEM FUND	7,044.90
SUBTOTAL:	19,682.54
NEW LONDON, ST JOHN'S	
ST JOHN'S FUND	6,666.64
SUBTOTAL:	6,666.64

ONEIDA, HOLY APOSTLES	
BISHOP BRADY FUND	6,642.94
CARRIE J FELKER MEM	4,444.48
CEMETERY LOT FUND	212.87
ETHEL B WALDO MEM	20,543.18
FATHER CHRISTIAN MEM	47.52
JOSEPHINE WEBSTER MEM	1,844.07
LAURA HEHNE MEM	165.67
LUCY HILDA SKENANDORE MEM	307.50
MILDRED DAVIS TRUST FUND	1,178,182.73
RUFUS/RICHARD/JOSEPH HOUSE MEM	685.79
WALTER SR & PEARL MARIE HOUSE MEM	3,877.09
SUBTOTAL:	1,216,953.84
RHINELANDER, ST AUGUSTINE	
ALTAR ENDOW FUND	1,489.54
NELSON SCHOLARSHIP FUND	8,912.38
THOMAS S GULICK FUND	685.79
SUBTOTAL:	11,087.71
RIPON, ST PETER	
DORA RUNALS FUND	8,085.04
GARDEN GUILD (H EATON FUND)	1,938.64
GENERAL FUNDS	76,120.19
WILLIAM & FRANCES RUNALS FUND	85,103.34
SUBTOTAL:	171,247.21
SHAWANO, ST JOHN'S	
CANON FUND	1,985.91
MORGAN FUND	2,506.07
PERPETUAL FUND	2,955.22
SANDERSON FUND	12,481.93
THE MEM FUND	6,170.20
SUBTOTAL:	26,099.33
SHEBOYGAN FALLS, ST PETER	
EDUCATION FUND	29,502.58
GEORGE LEMAHIEU	780.29
ST PETER'S FUND	24,325.48
WEISSE FUND	52,456.68
SUBTOTAL:	107,065.03

SISTER BAY, ST LUKE'S	
ENDOWMENT FUND	4,418.49
CAPITAL FUND	27,301.76
SUBTOTAL:	31,720.25
STEVENS POINT, INTERCESSION	
BUILDING ENDOW	6,733.76
CAROL J SCHMITZ OUTREACH FUN	157,031.17
DR ALBERT MOORE/ELEANOR ROTH CMPS MIN	1,750.25
PARISH ENDOWMENT	295,829.79
SUBTOTAL:	461,344.97
STURGEON BAY/JACKSONPORT, CHRIST THE KING HOLY NATIVITY	
CHRIST THE KING FUND	20,619.56
HOLY NATIVITY FUND	37,791.52
COLBURN MUSIC FUND	1,418.53
SUBTOTAL:	59,829.61
SUAMICO, ST PAUL'S	
ART & ALMA FIEST FUND	598.49
DEVROY/MLNARIK/SCHILTZ/	141.61
GUILD HALL FUND	242.43
JAMES & EDITH VICKERY	253.26
KEN NELSON FUND	197.54
NEW CHURCH BUILDING FUND	311.66
SUBTOTAL:	1,744.99
TOMAHAWK, ST BARNABAS	
LEORA OSBORNE TRUST	10,830.17
TOMAHAWK PERMANENT MISSION FUND	4,778.45
SUBTOTAL:	15,608.62
WAUPUN, HOLY TRINITY	
LAWRIE FUND	2,364.00
MARY SWAN MEMORIAL	13,999.71
TANNER FUND	5,764.31
HOLY TRINITY EPSCPL CHURCH MEMORIAL	15,409.86
SUBTOTAL:	37,537.88
WISCONSIN RAPIDS, ST JOHN	
ILENE LARSON FUND	11,419.15
SUBTOTAL:	11,419.15