



# Diocese of Fond du Lac

## ADVANCE REPORTS

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

**Reports to the  
135th Annual Diocesan Convention  
for the period from  
September 1st, 2008 – August 31st, 2009**

Prepared for the  
135th Annual Diocesan Convention  
Friday, October 23rd – Saturday, October 24th, 2009

Hosted by St. Matthias'  
Minocqua, 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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## **ABOUT THE DIOCESE**

The Diocese of Fond du Lac was originally part of the missionary district of the Northwest. It then became part of the missionary district of Wisconsin and afterward the Diocese of Wisconsin was organized in 1854. The Diocese of Fond du Lac was established from the Diocese of Wisconsin in 1875.

When the Diocese of Eau Claire was established in 1928, the Diocese of Fond du Lac took its present geographical dimensions which include 27 counties in northeastern Wisconsin. These are 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**

This compilation of the summaries of ministry areas, congregations, committees, commissions, task forces, entities and other affiliated groups of the diocese are a digest of the many ways the diocese continues to be “*A community of disciples, enthusiastically leading all people to transformation in Jesus.*” These Reports are not all-inclusive, because there are some areas where no description of ministry was received and others where ministry occurs but no formal description is made.

The target for these Reports is the delegate who attends the 135th Annual Diocesan Convention. These Reports inform delegates about the varieties of Episcopal Church ministry in the northeastern third of Wisconsin and also provide generalized information to anyone else who may wish to know. These Reports, along with the official Journal of the Convention, provide a historical document that describes how the Kingdom of God has been lived out in this part of the worldwide Anglican Communion.

One must be careful to remember these reports are only a ‘tip of the iceberg’, and reflect only a segment of the incarnation of ministry lived out through activities such as a talk on a Cursillo weekend, a late night conversation around the fire at a camp session, or the development of a proposed diocesan budget 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 use in their congregation. Therefore, these reports do not include ministry that occurs primarily, if not solely, within a congregation. Those sorts of reports are usually made at each congregation’s Annual Meeting and through the annual Parochial Report.

## **ABUSE PREVENTION**

*Submitted by Matthew Payne, Diocesan Administrator*

The members of Abuse Prevention Ministry include Matthew Payne, DIOCESAN ADMINISTRATOR; the Rev. John Peterson, NON-PAROCHIAL PRIEST; and Sue Steinhilber, ST. THOMAS, MENASHA.

Abuse Prevention Training has evolved quite a bit over the past decade. Child abuse prevention training in church settings is now presented through SafeGuarding Online, a web-based training program. This program includes written and graphical information in addition to video and audio to reach all learning types. Anyone can enroll by sending an email to [prevention@diofdl.org](mailto:prevention@diofdl.org) with their first and last name, date of birth (month and day) and congregation. The state statutes which include clergy as “mandated reporters” of suspected child abuse still allow an exemption for the confessional. The Wisconsin Council of Churches has developed materials to assist clergy that can be found at [wichurches.org/publications/MandatoryReporting.pdf](http://wichurches.org/publications/MandatoryReporting.pdf). Sue Steinhilber and Matthew Payne are available to provide in-person training workshops for congregations or other groups.

Sexual Harassment and Exploitation Prevention in Church Settings training is required of all congregational clergy 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. Fr. John Peterson has been trained in leading the SafeGuarding God’s People workshop. He led this workshop at the Deacons’ School in May, 2009 and will be offering this workshop in the future.

Other prevention resources are available for congregations through the Diocesan Office. 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](http://diofdl.org), clicking 'Ministries' at the top of the page then 'Abuse Prevention'.

## **AGING**

*Submitted by Carol Gottard, Chair*

The members of the Commission on Aging are Ms. Carol Feller Gottard, ST. AMBROSE, ANTIGO; Mrs. Nancy Conradt, ST. PAUL'S, SUAMICO; the Rev. Dcn. Georgeanne Cusic, ST. ALBAN'S, MARSHFIELD; Mrs. Sandy Muinde; TRINITY, OSHKOSH and the Ven. Ed Smith, ST. THOMAS, MENASHA.

The Commission on Aging added two additional members this year after a meeting on aging in May, sponsored by the Wisconsin Council of Churches, was attended by several people from the diocese. The Commission will be working on revisions to the handbook distributed to congregations in 2008 and with the Christian Social Witness Committee on

their diversity event to be held in 2010. The Commission has been in contact with a newly activated Older Adult Ministry at the national level of the Episcopal Church.

## **ALTAR GUILD**

*Submitted by Patty Stubb, President*

The Diocesan Altar Guild is a network of Altar Guild members from each congregation of the diocese. The annual meeting scheduled for October 2008 was cancelled due to lack of response. The Diocesan Altar Guild continues to distribute liturgical and Ordo calendars for the congregations of the diocese to use in their preparation of the altar.

## **ARCHIVES**

*Submitted by Matthew P. Payne*

The Diocesan Archives are housed in Grafton Hall, Fond du Lac, former site of the Diocesan Offices. The Archives holds various papers and artifacts of former Bishops, congregations, entities and diocesan commissions and committees. Requests for information (which are most often baptismal records of closed congregations) are handled through the Diocesan Office.

After the flood of June of 2008, 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 conventions were saved and continue to be restored.

In the past year the Repository and the Workroom have been brought up to a working condition and rebuilt after the flood. Shelving in the Workroom is conveniently above the high water mark from the flood. The Archives now has the ability electronically scan, store and catalog its records which it has begun to do. It is planned to make these electronic documents available on the internet.

In the summer of 2009 the Archives benefited from its collaboration with the School of Information Studies at UW-Milwaukee as one student conducted 150 hours of fieldwork. The majority of his time was spent meticulously going through the papers of the first four bishops of the diocese, ascertaining what, if any, flood damage there was to those papers.

## **CHANCELLOR**

*Submitted by Gary Dreier, Chancellor*

The Chancellor is 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, contract, 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 Resource Center and has begun staffing the Resource Center on 2<sup>nd</sup> Saturdays to make materials more readily available to members of the diocese.

## **CHRISTIAN SOCIAL WITNESS COMMITTEE**

*Submitted by Anne Schuette, Member*

Members of the Christian Social Witness Committee include the Rev. Kristina Henning, Chair, HOLY APOSTLES, ONEIDA; Betty Baer, ST. ANNE'S, DEPERE; Bonnie Burroughs, ST. PAUL'S CATHEDRAL, FOND DU LAC; the Rev. Dcn. Sue Burman, HOLY TRINITY, WAUPUN; the Rev. Dcn. Georgeanne Cusic, ST. ALBAN'S, MARSHFIELD; Dan Hornung, 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; the Rev. Vicki Natzke, ST. JOHN'S, WISCONSIN RAPIDS, and Dr. 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.”

This committee was formed by resolution of the 2005 Annual Diocesan Convention. 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 serve the Diocese. As stated in Resolution 2005-05, “all members of the committee are appointed by the Bishop”.

- In 2006 CSWC explored the Millennium Development Goals, ONE Episcopalian campaign, mental and behavioral health, minority concerns, and the death penalty, among other topics. CSWC also began gathering information from congregations about their social witness ministries.
- In 2007 CSWC undertook a SWOT (Strengths, Weaknesses, Opportunities, Threats) analysis to discern a more specific role for the committee within the diocese.
- In 2008 CSWC sponsored a Hunger Forum, attended by representatives of ten congregations in the diocese and featuring

speaker Christine Thompson, director of the Personal Essentials Pantry at Zion Lutheran Church in Madison.

- In 2009 the committee began organizing a diversity event for the diocese. “One in Christ: Celebrating Our Diversity” is scheduled for Saturday, April 24, 2010 at Holy Apostles, Oneida. We continue to generally meet on the third Saturday of every month, and welcome new members.

## **CHURCH PERIODICAL CLUB**

*Submitted by Karen D. Powers, Director*

As reported in 2008 and in 16 articles which have appeared in the *Clarion*, 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. 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 four 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 Convention 2008, I placed boxes on every table to collect donations from delegates, alternates and all visitors. We were able to split \$684.00 among our seminarians.
- Every congregation in our diocese received a CPC Sunday Parish Pack during Holy Week 2009.
- I make regular contact with congregations in our Diocese with information about current CPC activities.

It's never too late to celebrate the Church Periodical Club. Please plan to observe CPC Sunday on May 2, 2010, 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 follow our tradition of sending checks to our seminarians. Please look for those boxes and be generous for the sake of our Fond du Lac seminarians.

Once again, I was privileged to attend the CPC National Board meeting in Alexandria, VA, in November 2008. I attended the CPC Triennial July 3-7, serving as Registrar for the CPC Triennial of 2009 in Anaheim, and I worked as I could between ECW Triennial commitments for CPC during

General Convention, July 8-17. I was elected as the Province V CPC Representative at the ECW Annual Meeting in Indianapolis, and will attend the CPC National Board Meeting in November.

The expenses this year included the purchase of CPC Sunday kits for every congregation in the Diocese; a gift of \$100 in the name of the Diocese to the CPC National Books Fund as a memorial to our newly elected President Ethel Marple, who was stricken with illness while at General Convention and subsequently died in Anaheim; and partial reimbursement for my trip to Anaheim. The flight cost was \$439.40 and I accepted \$109.85 from my CPC budget.

## **CHURCH SECRETARIES NETWORK**

*Submitted by Vicky Stauber-Pufall, Diocesan Office Secretary*

The Church Secretary's Network is multifaceted support for each of the Diocese of Fond du Lac church secretaries, church office managers and/or church administrative assistants in our congregations that have part-time or full-time worker(s); in paid or volunteer capacities; female and male. To make this report as simple as possible, I will refer to all as secretaries. It has been my great joy and honor to facilitate this group of special persons for the past two years! We meet annually in the spring, just following the most hectic time of the church year – Lent/Holy Week/Easter! It's an opportunity for us to network, sharing experiences, joys, problems, ideas, ask for help, give one another support and pray together. It's also a time set aside to honor our secretaries since this day is a paid day, outside of the regular routine of office work; a bit of a respite!

The Church Secretary's Network is supported in the Diocesan Budget. Currently, within our 34 congregations, we are blessed with 19 secretaries. These dedicated souls are: Joan Hendry, ALL SAINT'S, APPLETON; Jennifer Renquin, ST. ANNE'S, DE PERE; Cathy McArthur, CATHEDRAL, FOND DU LAC; Jennifer Balma, ST. JAMES, MANITOWOC; Carol Larson, ST. PAUL'S, MARINETTE; Charlotte Wells, ST. ALBAN'S, MARSHFIELD; Sandie Umland, ST. THOMAS, MENASHA; Kit Hermanson, ST. MATTHIAS, MINOCQUA; Abby Webster, HOLY APOSTLES, ONEIDA; Barb Schneider, TRINITY, OSHKOSH; Denise Barg, ST. PETER'S, RIPON; Lori Hummitzsch, GRACE, SHEBOYGAN; Angela Ruh \*, ST. PETER'S, SHEBOYGAN FALLS; Jane Weis, ST. LUKE'S, SISTER BAY; Mary Diane Smith \*, INTERCESSION, STEVENS POINT; Linda Freier, CHRIST THE KING, STURGEON BAY; Marie Schiltz, ST. PAUL'S, SUAMICO; Dick Bidwell, ST. MARK'S, WAUPACA; Cindy Stimac, ST. JOHN BAPTIST, WAUSAU. Many of these wonderful people are long-term servants and two\* are brand-new to the position of church secretary within this past year! Maria Buteau from INTERCESSION, STEVENS POINT returned to the full-time secular working world. We also added a new baby boy! Jennifer Renquin, ST. ANNE'S, DEPERE gave birth to a healthy boy and returned to the church office in July.

On Tuesday, April 14<sup>th</sup>, 2009, 10 of us met for the annual network meeting, hosted by Trinity, Oshkosh with Barb Schneider, Office Manager and Fr. Steve Powers, Rector. Our theme this year was two-fold and we were blessed by two different speakers. Sandra Muinde, TRINITY, OSHKOSH and enrolled in Deacons' School, presented: *The Theology of Being a Church Secretary* and Mrs. Ann Rice, Director of Adult Education for Concordia University Wisconsin, Green Bay-Appleton Campuses presented: *Communication with God and One Another*. Both speakers gave us many solid Scripture references, kudos and examples of how to continue to live out our calling as servants of Jesus through serving His people in the church office. A few handouts and a couple of activities offered encouraging discussion and sharing. We were treated with abundant snacks and beverages as well as a wonderful luncheon served by Betty Paterson and Jan Frazee. Barb also put together 'goodie bags' for each of us, which were fun for all to receive! And those secretaries that were unable to join us received all the handouts and goodie bags in the mail! Our Bishop Russell Jacobus was with us through the morning, answered questions, gave examples and suggestions, as well as celebrated Holy Eucharist, which included a *Commissioning of Secretaries* portion of the worship. This was a special treat for many of us and gave us warmth in our accepted mission!

We even had one cleric, Fr. Peter Bird, Vicar, HOLY TRINITY, WAUPUN join us for most of the day. Fr. Peter is not only the Vicar, but also the church secretary, office manager, etc..., as are many of our other parochial clergy without secretaries! Our day concluded, albeit a bit too long, with my sharing examples of some of the Diocesan Office forms; what they are, who they would be directed to, how to complete them and most importantly as gentle but firm reminder, to return them to the Diocesan Office in a timely manner. It was a good refresher for some and for others; the forms had not been experienced so education and training was well accepted.

A secretary in a church-setting is much more than a simple clerical worker or telephone receptionist. The responsibilities and accountabilities are as wide and as varied as each congregation. Anyone who has covered just the telephones in the church office can attest to how different as well as time-consuming the questions and requests can be on a daily basis! Our diocesan membership is most blessed to be recipients of loving care from each of these servant-leaders!

Our next annual meeting will be held Tuesday, April 13<sup>th</sup>, 2010 at ST. THOMAS, MENASHA. Please remember to thank your church secretary for who they are and for all they do as they serve in their mission to serve Jesus as they serve His people! Jesus Bless Us!

## **CLARION**

*Submitted by Dave Natzke, Editor*

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, who served as editor for the past 5 years, will be stepping down in December 2009. The Diocesan Office is actively seeking a replacement. Matthew Payne, DIOCESAN ADMINISTRATOR, serves as Assistant Editor. Bishop Russell Jacobus is the Publisher. Committee members are Meredyth Albright, ST. MARK'S, WAUPACA; Carol Gottard, ST. AMBROSE, ANTIGO; 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.

## **CLERGY EVENTS**

*Submitted by the Rt. Rev. Russell E. Jacobus*

It has been my practice to hold one event for the clergy of the diocese each month of the year. If there is a Diocesan-wide event, that takes the place of just a clergy gathering. In 2009, the schedule of events included: January, a deanery-area Clergy gathering; February, Clergy Retreat at Monte Alverno; March gathering was cancelled; April Chrism Mass on Tuesday of Holy Week at the Cathedral; May, a deanery-area Clergy gathering; June, Eucharistic Festival at the Cathedral; July, no formal gathering due to General Convention; August, Clergy and spouse dinner and boat cruise; September, diocesan-wide Clergy day; October, Diocesan Convention; November, a deanery-area Clergy gathering; December, diocesan-wide Clergy day with Advent Meditations.

In addition to gatherings for all of the clergy, I also have a meeting in spring and fall with just the Deacons of the diocese.

Up until this year I had a small group of clergy, the Deans' Task Force, which included the Deans of the area deaneries and several other clergy, to assist in helping me put together programming for the clergy and the diocese. The Deans' Task Force has disbanded, and I am now just consulting with the Deans of the area deaneries for this purpose.

## **CONGREGATIONAL FINANCIAL REVIEW TEAM**

*Submitted by Richard Wilson, Lead Reviewer*

Diocesan canon 4.1(2) permits a financial review 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 2006 to help congregations fulfill the revised canon easily and inexpensively.

The team completed financial reviews of 20 congregations for calendar year 2007. As of the end of August, 2009, the team has completed 9 reviews for 2008 with an additional 13 in progress. The team assisted with two church treasurers' workshops in January, 2009. We have two reviewers, Richard Wilson and Meredyth Albright; we can still use an additional member for the team.

## **CONSTITUTION AND CANONS**

*Submitted by Matthew Payne, Convener*

At the Diocesan Convention 2008, Bishop Jacobus appointed the following people to the Committee on Constitution and Canons: The Rev. Peter Bird, HOLY TRINITY, WAUPUN; The Rev. Dcn. 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 has not met in 2008-9. It had begun a process to review the current documents with the intention to simplify the canons, make use of terminology more precise, and structure the diocese in a way that better pursues its vision. However, it put those revisions on hold pending the possible discussion of junctioning with the Diocese of Eau Claire. A copy of the current canons can be downloaded at [constitution.episcopalfonddulac.org](http://constitution.episcopalfonddulac.org).

## **CURSILLO**

*Submitted by Robert Cleworth Jr., Lay Director*

The Cursillo Secretariat is made up of Cursillistas from throughout the Diocese. I would personally like to thank these individuals for their hard work and dedication: Jim Kime, ST ANNE'S, DEPERE; Ludwina Greenlaw, ST ALBAN'S, MARSHFIELD; The Rev. Diane Murray, ST. JAMES', MANITOWOC; Diane Petrovic-Willemarck, INTERCESSION, STEVEN'S POINT ; the Rev. Peter Bird, HOLY TRINITY, WAUPUN; Lynn Ward, BLESSED SACRAMENT, GREEN BAY; Cheryl Tooley, ST. ANNE'S, DEPERE; Val Burg, ASSISTANT LAY DIRECTOR, GRACE SHEBOYGAN; the Rev. Ken Okkerse, RETIRED, *Spiritual Director*; Sandi Simons, ST. THOMAS, MENASHA, *Secretary*; David Orchard, BLESSED SACRAMENT, GREEN BAY, *Treasurer* and Lisa Alexander, ST. JOHN'S, WAUSAU, *Palanca Coordinator*. If you are interested in being on the Secretariat, our

General Election and Annual Meeting are held in January. Please contact a Secretariat member or myself if you are interested in serving.

Monarch Cursillo is a movement of the church in the Diocese of Fond du Lac. Its purpose is to help those in the church to better understand their individual callings to be Christian Leaders. This 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 understand that we can be a positive influence on those around us.

After our relocation to Spencer Lake Christian Center in the spring of 2008 when Nature's Edge closed unexpectedly, we have been blessed to have held 3 weekends in this new location. The excellent, caring staff, well maintained facility and beautiful location, have only enhanced the Cursillo experience for all those involved, either as Team members or Candidates. We are very fortunate to have developed such a good working relationship with Camp Administrator Terry Wilson and his staff. Our first attempt at a weekend with separate conference rooms for men and women running at the same time, in September, did not work out because we didn't have enough candidates. As unfortunate as this was, the exceptional Team we had, pulled together, adapted to the candidates that God provided and we had a great weekend. Our Co-Rectors, Barb & Mark Zimmerman and Co-Spiritual Directors, Fr. Jim & Pastor Mary Trainor earned my gratitude for working swiftly in handling a tough situation and salvaging the weekend. I am eternally grateful to God for putting such giving, caring and capable people, in my path. Our God is an awesome God!

Even though our first attempt was unsuccessful, we will not lose heart. The next Cursillo weekend, Monarch 66/67, scheduled for May 13-16, 2010 at Spencer Lake, will be a dual weekend with separate conference rooms for men and women running simultaneously. If you are considering attending Cursillo or know someone who would be enriched and enabled by the experience, start talking with them now. It's never too early. Here's a radical idea, become a sponsor!

The Secretariat Retreat was held in February at The Norbertine Center for Spirituality in DePere.

Fr. Okkerse and I held 2 parish rep. training sessions in June & July, one on the eastside at St. Anne's, DePere and one on the westside at Intercession, Steven's Point. This has not been done for a few years and we felt it was time to hold a training and reconnect with the Reps. Part of the information shared at the training sessions was each parish rep received a list of Cursillistas from their congregation and they were asked to update as much information as possible in our ongoing attempt to keep our mailing list and email list as up to date and accurate as possible. If you are not currently receiving information because your listing on the Cursillo computer is out of date and you would like to receive information, please email or snail mail

me your current information so we can keep current. Please contact me at [laydirector@monarchcursillo.org](mailto:laydirector@monarchcursillo.org) or Bob Cleworth, Lay Director Monarch Cursillo, 1531 Airport Ave., Wisconsin Rapids, WI 54494. Please watch the Clarion and the website [www.monarchcursillo.org](http://www.monarchcursillo.org) for more information.

With costs increasing on everything, the Secretariat is continuing the inkjet printer ink recycling program. This helps to reduce to costs of the weekends, to provide scholarships for candidates and fund other Cursillo programs. Thanks to Ray Dodge, ST. ANNE'S, DEPERE for continuing to oversee this program for us. Please remember to bring your empty cartridges to Ultreya's. We are self-supporting, and do not receive financial support from the diocesan budget. We are currently looking into a cell phone recycling program as another funding source.

## **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.

The Bethany Chapter of TRINITY, OSHKOSH meets on the second Sunday of the month. Its members are a special prayer group for the parish and offer daily intercessions for our diocese, clergy and national church. In addition to this special prayer requests by parishioners are also offered. Another ministry of the group is to serve at coffee hours, provides gifts for families in need at Christmas and collects personal care products that are distributed at a local women's shelter. Our mission is to serve and to help in any way possible. *(The Oshkosh report was submitted by Betty Paterson)*

## **DEANERIES**

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. Joe Mazza, Dean*

The Green Bay Deanery is made up of four congregations in the city and vicinity of Green Bay -- Blessed Sacrament, Green Bay; St. Anne's, DePere; Holy Apostles', Oneida; and St. Paul's, Suamico -- together making up the Greater Green Bay Episcopal Ministry Group (GGBEMG) for co-operation and planning. In addition the deanery includes St. Paul's, Marinette; St. John's, Shawano; St. Agnes', Algoma, and five churches in Door County: Atonement, Fish Creek (a summer chapel); Precious Blood, Gardner; St. Luke's, Sister Bay; Church of Christ the King /Holy Nativity, Sturgeon Bay/Jacksonport.

Two priests from the deanery have left the diocese in the past year. They are the Rev Seth Richmond, ST. ANNE'S, DEPERE, and the Rev. MALCOLM HUGHES from Shawano. In August the bishop appointed Fr. Mazza to fill Fr. Richmond's unexpired term as dean. The deanery clergy have met on two occasions during the year, while there was also a pre-convention meeting of both clergy and laity with the bishop.

## **DEANERY, LAKE WINNEBAGO**

*Submitted by the Rev. Samuel Nsengiyumva, Dean*

The Lake Winnebago Deanery is made up of the following ten congregations and two summer chapels: All Saints', Appleton; Cathedral Church 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 regularly gather to discuss matters of importance related to their ministry, and for fellowship, encouragement, and networking. This year, this spirit of fellowship was extended to the clergy spouses as we gathered at the Cathedral for a delicious meal, games, and fellowship, hosted by the Rev. Brian Beno and the Rev. Deacon Mike Hackbarth with their spouses. Bishop Jacobus and his wife Jerrie joined us for the event. It is our goal to have more such events involving spouses in recognition and appreciation of their role as partners in ministry.

Once a year, delegates to Diocesan Convention from every congregation in the deanery gather to review the convention agenda and ask any questions. It is our hope and goal to have more deanery-wide activities involving all our members; in the near future.

This year, we rejoiced with the Rev. Diane Murray as she transitioned from the diaconate to the priesthood and consequently being called to serve as Rector of St. James, Manitowoc on a part-time basis. We are excited about Diane's new role and the gifts she has to share with the people of St.

James and the church at large. On the other hand, we said goodbye to the Rev. Ian Montgomery who retired as Rector of St. Thomas, Menasha to pursue missionary work in Peru. We are grateful for Fr. Ian's ministry with us and wish him God's blessings in his new assignment. The Rev. Ed Smith is serving as Interim Rector.

Together, we are slowly but surely becoming "A community of disciples enthusiastically leading all people to transformation in Jesus."

## **DEANERY, NORTHWOODS**

*Submitted by the Rev. Dean Einerson, Dean*

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.

**Saint Ambrose, Antigo** has had another year with supply clergy twice a month. Lay persons have continued to provide Morning Prayer on the other Sundays and on Wednesday mornings. The year 2009 marked the 100 year anniversary of the stone church building. This commemoration began with the Bishop coming to celebrate Holy Eucharist on Easter Sunday. The first service in the building was held on Easter Sunday, April 11, 1909. The following week there were several articles in Antigo Daily Journal. A commemorative booklet was prepared and printed. The week ended with an open house the next Sunday. The summer was marked by several activities. The annual church picnic was held in August. The following week there was a Monarch Ultreya held at the church. Saint Ambrose ECW held a Lavender Tea for members and their friends. ECW is now filling backpack/tote bags with articles of clothing and toiletries which will be given to the domestic abuse shelter for victims of abuse or violence who must leave their homes suddenly. ECW and Saint Therese Guild are beginning a prayer shawl ministry. In 2008 Saint Therese Guild held its annual Fall Bazaar and will hold another in 2009. Saint Ambrose continues to work to spread the good news and to bring others to love of God.

**Saint Mary of the Snows, Eagle River** 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.

**The Church of the Ascension, Merrill** It has been an exciting and fruitful year for Ascension. In September of 2008, the Rev Kenneth Guy accepted a call to serve as Vicar on a part-time basis. He celebrates the Eucharist two to three times a month, presides at meetings of the Bishop's Committee, and serves the congregation in other ways. Last November the congregation met for a day of reflection and planning. The result was an ambitious agenda which dealt with many aspects of our life and mission. We affirmed our commitment Neighbor to Neighbor, an outreach program created by Ascension. We enthusiastically reaffirmed our Education/Outreach ministry, Godly Play. This ministry offers an evening meal and a time of Christian Formation. Members of our congregation attend as do children and families that are not members of Ascension. On any given Wednesday evening up to 30 people take part. That November meeting set in motion another ambition plan. In April the congregation voted to undertake a building project. We expect to break ground soon for a new parish hall. The finished building will provide much needed handicapped access, classroom and meeting space. It will also make it possible for all our members to attend coffee hour, meetings and other functions. Moreover, when the remodeling of the basement is finished, it will allow us to expand and improve our Godly Play ministry. Ascension continues to be a loving, active, inquisitive and faithful Christian Community

**Saint Matthias', Minocqua** As I draw to the end of my twentieth year as priest of Saint Matthias' (says the Rev. Edgar Wallace), I continue to be extremely grateful for this marvelous parish, and for the opportunity to serve what will certainly be the great bulk of my ordained ministry in this place. I pray that God will grant me more years to share in the ministry of this community, which is characterized by joyful worship, caring fellowship, and dedicated service. At Saint Matthias', we take very seriously the statement "Whoever you are, wherever you find yourself on the journey of faith, we welcome you." We believe firmly that God's love and grace extend to all persons, without exception. Almost all of our parish family have come from other communities and other faith traditions, bringing with them a rich diversity gifts and viewpoints. This makes us unashamedly proud to be part of the Episcopal Church in which such diversity is honored. Some of what one will find at Saint Matthias: A wide variety of styles makes up our worship, incorporating the various prayers of Rite One and Rite Two Eucharists, as well as the numerous supplemental liturgical texts authorized by General Convention. Sung Evening prayer, Contemplative Prayer, Taize Prayer, and traditional devotions, such as Stations of the Cross, are also offered throughout the year. A wide variety of musical styles from plainchant, to traditional hymns, to Gospel and Jazz, as well as contemporary praise are employed in worship. Saint Matthias' Women's and Men's groups continue to meet on a monthly basis Sunday School meets

weekly during the school year. A Sunday Adult Forum employs the expertise of parishioners in exploring topics from Biblical studies to personal growth to science and religion. The largest area of service and outreach continues to be the Saint Matthias' Thrift Shop. Over 60 volunteers run this community ministry. All proceeds from the shop are used in the larger community or through Saint Matthias' Church for programs of outreach. Members of our parish continue to be involved in the Lakeland Food pantry. Six 12 step meetings use Saint Matthias' facilities weekly. The Community Table, a cooperative venture of numerous area churches is served at Saint Matthias' on the Third Tuesday of each month. Numerous social events such as monthly potlucks, Foyer dinner groups, an Annual Road Rally and Pre-Lent steak dinner, help build a joyful, loving community. The Vestry and Pastoral Care Teams meet monthly to oversee the various ministries and activities of our parish. We welcome any from the Diocese and beyond to join us whenever they are in the Lakeland area.

**Saint James, Mosinee** is gathering on Saturday evenings for worship and the Rev. David Klutterman celebrates the Eucharist twice a month.

**Saint Augustine's, Rhinelander** has continued to be the home of The Table, the community meal program in Rhinelander. The parish has also raised funds for the local food pantry, the Disabled American Veterans' chapter van which carried vets to VA facilities for health care, the Family Resource Connection and Habitat for Humanity. Saint Augustine's members staff the local food pantry on the third Saturday of each month. During the past year the parish has been involved in the planning and organizing of the Northwoods Alliance for Temporary Housing (NATH) with financial support and with representative persons on its Board of Directors, and various committees. NATH is laying the foundations for a homeless shelter in Rhinelander. The people of Saint Augustine's live the life of grace with energy and with great generosity and warmth. The liturgical life of the Church, the celebration of the Sacraments, and the teaching of the Faith in its fullness supports the parish of Saint Augustine's as it proclaims the Gospel in word and deed.

**St John's, Wausau** is in its 151st year as a congregation, and we see this as an opportunity to build upon what has been planted. With the economy affecting all of us, our parish family has found new ways to pull together, choose to do more things with our own hands, and provide for our future in new/old ways. This has meant we are in a better position financially, but even more importantly, we have come together as a congregation, working together to offer the face of Christ in who we are and what we do. Our education programs for all ages continue, we continue outreach projects, and our commitment to working with the downtown churches of Wausau and the area Episcopal Churches is strong.

**Saint Barnabas, Tomahawk** has continued to overcome the high cost of heating and the difficulties of maintaining a church building, as it gathers each Sunday. Worship is weekly. The Rev. Richard Bennett ministers at the altar each month and his support and care are greatly appreciated. On the other Sundays members of the congregation lead the prayers. A high point of the past year was the baptism of five people associated with the church community. Another high point was the “face cleaning” which The Rev. Deacon Sue Burman and friends organized, painting, cleaning and repairing the building.

## **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 churches and clergy are (from east to west): St. John's, New London (The Rev. Paul Feider, Vicar), St. Mark's, Waupaca (The Rev. Nigel Bousfield, Rector), St. Olaf's, Amherst (The Rev. Barry Whenal, once a month supply), The Church of the Intercession, Stevens Point (The Rev. Jim Trainor, Rector), St. John's, Wisconsin Rapids (The Rev. Vicki Natzke, Rector), and St. Alban's, Marshfield (The Rev. Verne Walter, Rector, the Rev. Deacon Georgeanne Cusic, the Rev. Deacon Walter Ives). Also serving from the Deanery are the Rev. Sue Clark and the Rev. Wilson Roane and the Rev. Mary Trainor.

The Deanery meets several times per year, in months when diocesan-wide clergy meetings are not scheduled. Typically our meetings rotate their location among member churches; they begin with worship, followed by a discussion led by the host clergy, and culminate in lunch. On occasion, our meetings take the form of a dinner at a clergy member's home, where fellowship and good food are emphasized. Our meetings focus on friendship and fun, building relational trust, and theological discussions.

There were a number of important transitions this year. We celebrated the life of the Rev. Deacon Faith Sanders, who died this year, remembering that even at the grave we make our song: Alleluia! Alleluia! Alleluia! We rejoiced at the ordinations to the priesthood of Mark Evans and Mary Trainor. We were pleased by the raising up of Meredyth Albright, ST. MARK'S, WAUPACA to postulancy for Holy Orders and the beginning of seminary at Nashotah House this Fall, and the continued work in Deacons' School of Bruce McCallum, ST. MARK'S, WAUPACA. A successful ongoing shared ministry within the deanery has been Education for Ministry (Pastor Mary Trainor, Mentor), with participation from five of our deanery congregations.

## **DIOCESAN DEPLOYMENT OFFICER**

*Submitted by the Rev. Canon Bill Johnston, Diocesan Deployment Officer*

As Diocesan Deployment Officer, I assist the Bishop in guiding Vestries/Bishop's Committees and Search Committees in the process leading to the call of a new Rector or Vicar. I may also help mediate in conflicts between congregations and their clergy and assist in routine ministry reviews.

I facilitate and interpret a church assessment which is recommended for searching congregations. The assessment results identify areas of satisfaction as well as those where change is needed. The information helps to identify gifts for ministry required in new leadership. I share the results with vestries, congregations, and the individual who is chosen and offer advice on proceeding with the new ministry.

During the past year, I have trained search committees in two congregations. Both have completed their assessments and are still in the search process. Two congregations that completed the assessment late last year have now called Rectors.

## **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. 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. Other times 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**

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*

EfM (EDUCATION FOR MINISTRY) is emerging as a major force for equipping leaders throughout the Diocese. EfM is a tool for local churches to raise up a “community of disciples enthusiastically leading all people to transformation in Jesus.” In this Diocese, EfM has been active for about six years and is expanding rapidly. Now seminar groups are available throughout the Diocese.

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). It is mature, well-developed Program, found in 85 Episcopal Diocese. 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. For 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 reflection approaches. In addition, EfM includes both Community Formation and Spiritual Formation, through individual and group work. 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. You may learn more about EfM from the website: [www.sewanee.edu/EFM/index.htm](http://www.sewanee.edu/EFM/index.htm).

The fruit of the EfM Program in this Diocese is evident in the robust, deep and wide ministries of those who have participated in this program. In 2009, two people received their diplomas for completion of all four years of the EfM Program: John McCandless and Rea-Lyn Loos (both from St. John’s, Wisconsin Rapids).

There are currently three EfM classes in the Diocese:

- St. Matthias, Minocqua. This class meets from Spring to Fall Ms. Kathy Margaret Knobel and Ms. Diane Dieterich, Co-Mentors.
- Church of the Intercession, Stevens Point. This regional group meets at from Sept. to June. Deacon Georgeanne Cusic, Mentor.
- Blessed Sacrament, Green Bay This regional group meets from Sept. to June. Ms. Mary Lea Jones and Ms. Connie Verhaagh, Co-Mentors.

In the past year, we have gone from having two trained mentors to having six trained mentors in the Diocese! We hope to see the number of mentors increase by a couple of more in 2010, and we hope to see at least one more seminar group added as well, all for the glory of God! As the

number of mentors in the Diocese increases, we look forward to hosting our own Mentor Training. [All of our mentors have traveled to other, larger dioceses for Mentor Training.]

EfM mentors are trained by the University of the South in an 18-hour course of study that costs about \$200 every 12-18 months. Mentors are paid an honorarium of \$125/month; this amount comes from student tuition. 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; the fee to be “continuing member” is included in our Diocesan Budget annually). Scholarships are available; the Diocese provides one full student scholarship, and assistance for one mentor to be trained each year.

Please contact Pastor Mary Trainor for additional information regarding EfM 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*

34 women attended the September 26-28 2008 Spiritual Retreat on “Connecting”, The Rev. Mary Trainor lead women through finding where God is in your connections and understanding a bit more about them through reflection. God made all of us for a very special purpose and we reflected on our connections. This retreat was held at the Norbertine Center for Spirituality in DePere and The Rev. Sue Clark was the Worship Leader and Anne Meyer was the music leader.

Julie Feider and the Rev. Michele Whitford led 31 women on a Spiritual Retreat, March 6-7 2009. The theme was “Fear Not and Other Promises”. So often we allow fear to stop us from becoming all we were created to be and we looked at what women can do with guilt and shame, repentance and forgiveness.

Carol Feller-Gottard, diocesan UTO representative and Karen Powers, CPC representative attended both the Province V meeting in Indianapolis and the ECW Triennial Meeting in Los Angeles. They both were elected as the representatives from Province V to the National UTO and CPC boards.

Women from our diocese again joined the women from Milwaukee for the Women’s Mini-Week, in August at Camp Lakotah. The Rev. Diane Murray was the Spiritual Director for the weekend, and her talks reflected on the theme “Leap for Joy”. 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 worshipped together.

St. Paul’s and Curves in Plymouth filled 44 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 available for any church to use for an outreach project and women can contact Barbara Drewry-Zimmerman, 920-893-5189 or [bzimmy@excel.net](mailto:bzimmy@excel.net) for a request form.

## **EPISCOPAL HEALTHCARE CHAPLAINS**

*Submitted by the Rev. Marie Gray, Member*

The Assembly of Episcopal HealthCare Chaplains' vision and mission is to foster chaplaincy as an essential expression of the Church's healing ministry in response to the gospel imperative. This is accomplished by three means: advocacy, communication and education. The Assembly publishes a newsletter called 'Chaplain', 2-3 times a year which is mailed to me. Occasionally, I will inform Bishop Jacobus of some of the more important events happening in AEHC. Then with his permission, I will forward this information to clergy/members of the Diocese.

Because this was my first year, there isn't any activity to report. I am currently working towards Board Certification for chaplaincy within the Association for Professional Chaplains (APC).

## **EPISCOPAL RELIEF AND DEVELOPMENT**

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 Rev. Kristina Henning, Holy Apostles, Oneida, our Diocesan ERD Coordinator resigned in 2009. 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*

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**

*Submitted by the Rev. Thomas McAlpine, Diocesan Secretary*

The 22 elected and appointed members of the Executive Council have met 6 times since the last report (October 9, November 13, January 22, April 2\*, June 11\*, August 13 [\* = by Conference Call]). The members of the 2008-2009 Executive Council were The Rt Rev Russell Jacobus (*President*), The Rev Dr Thomas McAlpine, ST PETER'S, RIPON (*Secretary*), Mrs Anne Peterson, ST THOMAS, MENASHA (*Treasurer*), the Rev William L. Bippus, Jr., ST PAUL'S, MARINETTE (*Chair, Commission on Ministry*); the Deans (3-year appointments): The Rev Dean Einerson, ST AUGUSTINE'S, RHINELANDER (*Northwoods Deanery*), The Rev Samuel Nsengiyumva, ST PETER'S, SHEBOYGAN FALLS (*Lake Winnebago Deanery*); The Rev Seth Richmond, ST ANNE'S, DEPERE (*Green Bay Deanery*), The Rev James Trainor, INTERCESSION, STEVENS POINT (*Wisconsin River Deanery*); elected clerical members (4-year terms): The Rev Brian Beno, ST PAUL'S CATHEDRAL, FOND DU LAC, The Rev John Cell, SSC, BLESSED SACRAMENT, GREEN BAY, The Rev Steven Powers, TRINITY, OSHKOSH, The Rev Wilson Roane, RETIRED; elected lay members (4-year terms): Mrs Nancy Conratt, ST PAUL'S, SUAMICO, Mr Ray Dodge, ST ANNE'S, DEPERE, Mrs Barbara Drewry-Zimmerman, ST PAUL'S, PLYMOUTH, Ms Carol Gottard, ST AMBROSE, ANTIGO; Bishops' appointments (1-year): The Rev Nigel Bousfield, ST MARK'S, WAUPACA, The Rev Dcn SUSAN C BURMAN, HOLY TRINITY, WAUPUN, Mr Bill Gagin, GRACE, SHEBOYGAN, Mrs Nancy Kuhn, ST PETER'S, RIPON, The Ven Dr Edwin Smith, ST THOMAS, MENASHA, Mrs Melanie Woodward, ST PAUL'S CATHEDRAL, FOND DU LAC. During the year the Rev Seth Richmond resigned and the Rev Joseph Mazza, retired, was appointed to complete his term.

Executive Council actions included acceptance of treasurer's financial report at each meeting, which involved discussion of notable budget items/issues, approval of a gift of approximately \$8000 to aid ERD relief efforts in Congo (Outreach Fund)(Nov), approval of Clergy Minimum Schedule for 2009 (Nov), reception of Youth Ministry Task Force and Mission Strategy Task Force reports (Jan), approval of gift of approximately \$8000 to aid Office of Disaster Response, Diocese of Louisiana (Hurricane Gustav recovery) (Outreach Fund) (Jan), adoption of 2009 Budget as approved by Special Convention, follow-up to two task force reports (Apr

and following), approval of St Alban's, Marshfield, increase in Line of Credit draw (Apr), approval of Ascension, Merrill, plan to use monies from sale of vicarage for addition to church (June), approval of Clergy Minimum Schedule for 2010 (Aug), approval of approximately \$4000 gift to Honduras for earthquake relief (Outreach Fund)(Aug).

## **FAITH ALIVE**

*Submitted by Tony Walter, Liaison*

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. St. Peter's, Sheboygan Falls is scheduled to have a Faith Alive in 2010.

## **FAMILIES OF CLERGY UNITED IN SUPPORT**

*Submitted by Karen D. Powers, Coordinator*

*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 of clergy, 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, the health of congregations, and the health of clergy and congregations. FOCUS is the only entity in the Church dealing with issues involving families of clergy: mostly the spouses, frequently the children and even, in some cases where they make their home together, parents of clergy.

I sit on the National Episcopal FOCUS Board of Directors based on my advocacy work for the spouses and children of clergy for nearly twenty-five years. I was elected Vice President of the National FOCUS Board this spring. I had my first face-to-face meeting with others from the FOCUS Board while I was in Anaheim.

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). Our concentration this past year has been in revising the Resource Guide which was first published in 2006, and getting it available for use on-line.

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 member of clergy. Other times it has been because the "ordained half" of a relationship has asked for my help. We have worked toward 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. We hope to accomplish this – or begin to - during the Fond du Lac Spouse Conference October 9-11.

If you are the spouse or child of a clergy person, or of a person attending seminary, and would like someone to talk to, I am always available. Our executive director in Maine is also willing to talk to anyone searching for help plus a little more anonymity. I also have a contact who is a medical doctor, a psychiatrist and an Episcopal laywoman in the diocese of Ft. Worth who is willing to handle questions arising from issues involving families of clergy. If you are concerned about any family member of clergy, feel free to contact me. Remember we are here for the families of clergy, not the clergy. I'm not equipped nor entitled to handle those problems.

The expenses this year were for partial reimbursement for my trip to General Convention in Anaheim. The flight cost was \$439.40 and I accepted

\$329.55 from my FOCUS budget. \$285.40 was used to pay for the flight for the Spouse Conference facilitator also.

## **FINANCE COMMITTEE**

*Submitted by Anne Peterson, Diocesan Treasurer*

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, the Rev. Dcn. Pat Rudolph ST. PAUL'S, MARINETTE, Mr. Jim Sachs INTERCESSION, STEVENS POINT, Mr. Howard Whitehead ALL SAINTS, APPLETON, and Mrs. Stephanie Springborn ASCENSION, MERRILL. The Committee met three times since the last convention.

The committee met via teleconference on October 30, 2008 following the Diocesan Convention. The Bishop explained the actions of the Convention regarding the proposed budget and announced that he had appointed two task forces, Mission Strategy and Youth Ministry, to address the convention's concerns. The Finance Committee considered the 2009 Asking level for Pledges and the financial impact of changing DYMC time to 3/4 or full time along with the possibility if the DYMC selected to have insurance coverage through the diocese.

The committee met again in January 2009 prior to the Special Convention. The year end financial statements and pledge status for 2008 were reviewed. The proposed budget was then examined line by line after receiving the pledges from congregations, considering the reports from the Mission Strategy and Youth Ministry Task Forces and including up to date figures for expenses, a Revised Proposed Budget for 2009 was prepared for consideration at the Special Convention. This budget was approved by the Special Convention and later adopted by the Executive Council.

At the August 2009 meeting, in the Bishop's office, the Committee reviewed the end of July 2009 financial reports. The Committee recommended that the 2010 Clergy minimum Compensation Schedule remain the same as the 2009 schedule, which will be passed on to the Executive Council for approval. There has been increased compliance with Congregational Financial Reviews, but there are still a few holes. There is also a concern regarding congregations that use outside bookkeepers who do not understand the details of church finances, especially as it relates to clergy compensation. There are still a number of reporting errors that require considerable time on the part of Diocesan staff to correct. The committee then discussed the Diocesan budget for 2010, and approved a draft to be submitted to the Executive Council. Some features of this budget proposal are salary freezes for the Diocesan staff, expenses are also essentially frozen, and the level of Asking for congregations would be 13%,

all of which would result in a deficit of \$4104. There is still a desire to move to a 10% level of Asking, but we have reached the point of practicalities: to continue the step down would require serious cuts and decreased levels of service and support, using funds from investments or finding other sources of revenue. It was discussed that this might be the right time for the Diocese to consider beginning a direct Annual Campaign or some other sort of fundraising.

## **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 had mechanical systems damage. Grafton Hall 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.

## **GREATER GREEN BAY EPISCOPAL MINISTRY GROUP**

*Submitted by Mark Ortmyer, St. Anne's, De Pere*

The Green Bay Episcopal Ministry Group, developed in spring 2003, is a collaborative organization of the four Green Bay area Episcopal churches, including Blessed Sacrament, Green Bay, Holy Apostles, Oneida, St. Anne's, DePere and St. Paul's, Suamico. Representation of the four includes three laity from each congregation, together with the two Rectors and two Vicars. Mark Ortmyer, ST. ANNE'S, DEPERE assumed the chair of the committee in August of 2008.

With the term expiration of many members of our committee, 2008 has seen the addition of many new faces. During this transition period GGBEMG has started to reevaluate its goals and its focus for the future. An important task is to bring membership up to full strength.

Major accomplishments during the reporting period include:

- The Mass-On-The-Grass, a summer outdoor Sunday worship, continues to be a popular event. The mass collection was donated to the Diocesan Youth trip.

- The Mutual Ministry Workshop was held in the fall of 2008 to explore shared ministry among the churches. The challenge is to translate concepts into actions.
- Fall Monster Mash II dinner/dance has held October 26, 2008. It was decided to make this an annual event and fundraiser. All proceeds from the next Fall Monster Mash have been earmarked for summer camp scholarships.
- Other collaborative events included a Sunday worship Priest exchange, and a parishioner visiting Sunday exchange.

The Latino project has been on hold since the resignation of the director in May 2008. There have been preliminary talks about the future of this important ministry. It is envisioned that it will be reconstituted, but in a scaled back fashion. More visioning and planning is still needed.

## **HANDS OF CHRIST DEAF MINISTRY**

*Submitted by Kalyn Olson, Office Administrator / Interpreter / Choir Director*

Hands of Christ Deaf Ministry is an ecumenical effort supported by five denominations: the Episcopal Diocese of Fond du Lac; the Winnebago Presbytery, the East Central Synod of Wisconsin, Evangelical Lutheran Church of America; the Wisconsin Conference of the United Methodist Church, and the Wisconsin Conference of The United Church of Christ. Hands of Christ is a “worshiping community” providing services 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 Episcopal Church, Appleton.

The Hands of Christ (HOC) has been going through a time of transition since the Rev. Gisele Berninghaus, its founding pastor, received a new call and left in March 2009. Since Pastor Berninghaus' departure, HOC has continued to hold regular Deaf Worship services in the chapel at First United Methodist Church, Appleton, recruiting clergy from the pulpits of the five sponsoring denominations to preach at these services, and we have an interpreter, fluent in American Sign Language, to facilitate the services.

The HOC Deaf Choir travels once or twice a month to hearing congregations in order to allow hearing people to experience the ministry they are helping to support and to give them the opportunity to “see” worship in a new way as songs of praise are communicated through sign language. Kalyn Olson, the choir director, also serves as an interpreter for these services. Please call (926-968-1196) and set a date to have us share our ministry with you. The Deaf Choir will again be performing at the Food of All Nations event and will join the White Heron Chorale for a Christmas

Concert in December. Each year we hold a retreat focusing on spiritual growth.

In 2009, 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, an amazing experience of God's grace and freedom, something I never would have expected in a prison. Even the guards have commented on the impact it has had on everyone. We are blessed to be part of God's kingdom.

## **HAPPENING**

*Submitted by the Rev. Diane Murray, Diocesan Youth Ministry Coordinator*

Happening is an 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. Some say that they renewed their relationship with Jesus and some have started a wonderful relationship with Him. Happening is currently on a hiatus to re-organize and examine its implementation with the changes occurring in youth culture.

## **HEALTH MINISTRIES**

*Submitted by Dolores Wiseman, Coordinator*

Members of the committee include Wayne Winistorfer TRINITY, OSHKOSH; and Dolores Wiseman ALL SAINTS, APPLETON.

The vision of the Health Ministries Task Force is for every Episcopal Congregation to become a caring place of health and wholeness – focusing on the healing and the health in local congregations. Health Ministry encourages congregations to learn about healthy life choices and focus on taking good care of their health, and share resources.

We encourage Health professionals and lay people to work together– “to empower, to educate, to advocate for health, and care for people in need”. Presentations at local congregations are offered by the Health Ministries Task Force. A video on ‘Stroke’ was viewed by parishioners at St. Matthias’, Minocqua and the pastoral care team has scheduled Sunday Health Forums in the three months of June, July, and August.

Display tables will be set up at the Annual Meeting with brochures, pamphlets, and booklets on various health issues, including H1N1 information. Cereal samples and coupons will be given out.

Dolores attended the second NEHM Conference in Omaha, NE, networking with healthcare professionals from all over the U.S., and attended breakout sessions Wednesday evening thru Saturday.

## **IGLESIA SENDA DE AMOR**

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. The ministry is under the oversight of a Steering Committee made up of representatives of the participating denominations.

## **MINISTRY, COMMISSION ON**

*Submitted by the Rev. William Bippus, Chair*

The Commission on Ministry has had four meetings in the past year, at which a number of interviews were conducted with individuals in various stages of the ordination process. The Commission met with all six participants in the Deacons' School, and determined that their education and discernment were going well. No action was taken by the Commission, however, since the time has not yet arrived to recommend advancement from postulant to candidate for Holy Orders. Two individuals were recommended to the Bishop for postulancy to the priesthood. In May, 2009, three vocational deacons were presented to the Bishop for ordination to the priesthood. Currently serving on the Commission on Ministry are: Mr. Richard Bidwell, ST. MARK'S, WAUPACA, The Rev. William Bippus, ST. PAUL'S, MARINETTE, Mrs. Val Burg, GRACE, SHEBOYGAN, The Rev. John Cell, BLESSED SACRAMENT, GREEN BAY, Mrs. Winnie Hutjens, ST. ANNE'S, DEPERE, Mr. Dave Natzke, ST. JOHN'S, WISCONSIN RAPIDS, The Rev. Wilson Roane, RETIRED, The Rev. Dcn. Linda Schmidt, ASCENSION, MERRILL, The Rev. Jim Trainor, INTERCESSION, STEVENS POINT, Mrs. Sara Vetter, ST. JOHN'S, WAUSAU.

## **MISSION STRATEGY TASK FORCE**

*Submitted by the Rev. Brian Beno and Ms. Carol Gottard*

An outcome from the October 17-18, 2008 Diocesan Convention was the formation of a "Mission Strategy Task Force," chaired by Fr. David Klutterman, ST. JOHN'S, WAUSAU. On behalf of his Task Force, Fr. Klutterman presented four recommendations to the Executive Council on April 2, 2009. At that time, Bishop Jacobus asked for two volunteers from the Executive Council to do follow-up work on the recommendations. Fr. Brian Beno and Carol Gottard volunteered.

A survey was developed and mailed to those serving missions as vicars, supply clergy, deacons, Bishop's Committee wardens, and convention delegates in our 14 mission congregations, soliciting their views and insights regarding the Task Force's recommendations. Response was very good, and many fine, although diverse, ideas were expressed. Fr. Brian and Carol gave two progress reports to the Executive Council on June 11th and August 13th.

Bishop Jacobus requested a final report from Fr. Brian and Carol at the October 15th Executive Council meeting. Although all 14 mission congregations -- 9 aided and 5 unaided by the diocese -- indicate that they "want to grow," a strategy or a sense of direction appears to be lacking. Further, respondents have widely differing views toward priests, supply clergy, deacons, programming, and their relationship to the diocese.

A display of the survey and responses is available for study at this Convention. It is recommended that Bishop Jacobus, as our Chief Missioner, delegate authority to our four Rural Deans to work with him in mentoring our mission congregations in groups either by geography or commonality, and develop both general expectations for all mission congregations and specific goals for individual congregations.

## **REGISTRAR**

*Submitted by the Rev. Barry Whenal, Registrar*

Since the 2008 Annual Convention I have recorded in the Register of the Diocese:

### *Ordinations to the Diaconate*

Mark Eugene Evans

(20 December 2008)

Anne Elizabeth Schnaare

(20 December 2008)

### *Ordinations to the Priesthood*

Marie Therese Gray

(29 November 2008)

Geoffrey Fremont Ward

(3 January 2009)

Charles Wendell Victor Daily

(23 May 2009)

Diane Marie Murray

(23 May 2009)

Mary Stoddard Trainor

(23 May 2009)

Mark Eugene Evans

(27 June 2009)

Anne Elizabeth Schnaare

(27 June 2009)

### *Letters Dimissory granted*

Joel Lee Turmo, priest

to the Southeast Florida

(22 October 2008)

### *Letters Dimissory received*

Nigel Jay Bousfield, priest

from Long Island

(23 September 2008)

James D McQueen, II, priest

from Quincy

(10 November 2008)

George E Hillman, priest

from the Milwaukee (24

November 2008)

### *Renunciation of Ministry*

Robert Wade Frees, Jr

from the diaconate

(6 December 2008)

### Deaths



Russell O. Johns, deacon  
17 September 1926 –20 January 2009  
Ordained to the Diaconate on 29 September 1990  
*By the Rt. Rev. Russell E. Jacobus, VII Fond du Lac*



Faith M. Sanders, deacon  
24 October 1945 –31 January 2009  
Ordained to the Diaconate on 27 August 2005  
*By the Rt. Rev. Russell E. Jacobus, VII Fond du Lac*

### Deaths of Clergy

#### no longer canonically resident

G Colyer Brittain, priest  
(25 February 2009)

Wayne Douglas Bulloch, priest  
(5 March 2009)

Fredrick Edghill, priest  
(25 April 2009)

Michael Stewart, deacon  
(12 June 2009)

## **RESOURCE CENTER, DIOCESAN**

The 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.

## **SISTERHOOD OF THE HOLY NATIVITY**

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 have transferred operation of their retreat house in Santa Barbara, CA to the Society of St. John the Evangelist. The Sisters continue to welcome new members whose diverse talents and backgrounds enrich and renew the life of the century old Community. Associates of the Order continue to hold activities.

## **STANDING COMMITTEE**

*Submitted by the Rev. Ed Smith, President*

The members of the Standing Committee for the year have been Mrs. Sandra Muinde, TRINITY, OSHKOSH; Mr. Paul Madary, ST. ANNE'S, DEPERE; Mr. James Workman, ST. ANNE'S, DEPERE; Mr. Bruce Rathe (*Secretary*), INTERCESSION, STEVENS POINT, Fr. Rex Perry, GRACE, SHEBOYGAN; Fr. Samuel Nsengiyumva, ST. PETER'S, SHEBOYGAN FALLS; Fr. James Conradt, ST. PAUL'S, SUAMICO and Fr. Ed Smith (*President*), ST. THOMAS, MENASHA.

The Standing Committee consists 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. During this year, the Committee has experimented with meeting its obligations without face-to-face meetings, unless necessary. Voting by mail for some matters has both expedited business and saved travel costs for participants.

## **SUMMER CAMP**

*Submitted by the Rev. Diane Murray, Diocesan Youth Ministry Coordinator*

2009 saw our camping program move to a new camp more centrally located in the Diocese. We held our camping sessions at Camp Lakotah, nestled in the 126 acre majestic pine and oak woods on Little Hills Lake near Wautoma. Camp Lakotah is approximately 35 miles west of Oshkosh off Hwy 21. Although many of the cabins were a bit more rustic than we

have been use to in the past few years there were many benefits to being at this camp location.

Several changes took place this year. We ate meals family style rather than cafeteria style. This meant we had to take turns as hoppers (setting tables, serving food, and busing the tables). The food was extremely good, hard to believe we were at camp! There was a sandy beach and with sunny weather most of the two weeks there was plenty of opportunity for sand volleyball, sand castles and getting buried in the sand! Bill Steinhilber from St. Thomas Menasha came one day during Middler/Junior session to facilitate fishing and the fish were biting! Chris Lilek from St. Paul's Plymouth came to Junior and KinderCamp as Nature Lady and added an outdoor element to our program.

Each session sets programming/discussion around a particular Bible theme. A typical day includes: teaching time about the theme using a variety of methods and means to teach, discussion time, arts & crafts, outdoor games, swimming and bating, meals, rest period, Eucharist, music, prayer time, canteen and free time. We had variety shows, skits, scavenger hunts, camp fire sings complete with s'mores, water balloon toss, whipped cream toss, hiking in the woods, movie nights, the Middlers held a daily newscast and put out a newspaper "The Tick Attack Times". We also had people from the Diocese come to share Stations of the Cross one evening. We try to find a good balance between camping and Christian formation.

This year Senior Session (completed grades 9-12) June 14-20 explored God: Father, Son and Holy Spirit. Film School introduced last year for seniors continued this year with "The Truman Show" as the focus of discussion. This year marked the last program of a 4- year cycle started in 2006.

Middler Session (completed grades 6-8) June 21-25 looked at the Exodus, Ten Commandments, Ark of the Covenant, and the Golden Calf and entering the Promised Land.

Junior Session (completed grades 2-5) June 21-25 began with Joseph and learned about Moses from his birth through crossing the Red Sea.

KinderCamp (parent & kids ages 4-7) June 25-27 uses the Godly Play format to tell stories and this year's focus was on the Church Year and all of our church seasons. This year began a new 4 year cycle of programming for KinderCamp.

The weather was beautiful with some nighttime showers. The second week was extremely hot with temperatures above 97°F. We had to remove a few ticks from people but otherwise the nurses had a fairly easy week. .

We had a total of 110 campers and 42 staff attend our camps. Staff positions for our summer camps are filled by volunteers that come from many of our churches as well as others. Many use vacation or take time off work, others delay starting jobs or come on days they are able. All must

complete training prior to camp. Truly this is a gifted ministry that allows us to provide the type of camp we do for the cost we do.

Our summer camp staff for 2009 included: the Rev. Diane Murray, Director, Val Burg-Sheboygan and Lisa Alexander-Wausau arts & crafts for all sessions.

Senior Session: Session Director, Aran Walter-Menasha; Chaplain, Fr. Samuel Nsengiyumva-Sheboygan Falls; Discussion Facilitator, Tony Jones (www.tonyj.net) -Edina, MN; Nurses, Nancy Kuhn-Ripon and Dan Kennedy-Waupaca; Niki Tillema-Mosinee; Jennifer Gilow-River-Milwaukee; Nick Kuehmichel-Neenah; John Clabots-Stevens Point; Chris Schatzman-Racine; and Deacon Michele Whitford-Sheboygan.

Middler Session: Session Directors, Joan Paterson-Menasha & Keri Walker-Menasha; Chaplain, Fr. Dean Einerson-Rhineland; Nurse, Nancy Kuhn-Ripon; Photographer Noah Johnson-Sewanee, TN; Brian Jens-New Berlin; Dr. Anne Schuette-Manitowoc; Ben Wolf-Plymouth; Jennifer Gilow-Rivera-Milwaukee; Emily Kiefer-Oshkosh; Gordon Stillings-Menasha; Music, Erin Wolf-Plymouth & Jake Pagel-Menasha.

Junior Session: Session Director, Tyler Cleworth-Menasha; Chaplain, Pastor Vicki Natzke-Wisconsin Rapids, Nature Lady Chris Lilek-Plymouth; Nurse, Nancy Kuhn-Ripon, Music, Erin Wolf-Plymouth & Jake Pagel-Menasha; Photographer, Noah Johnson-Sewanee, TN; Chuck Collier-New London; Rubie Mackie-Mosinee; Dale Stage ; Alannah Crabb-Appleton; Whitney Kilpatrick-Neenah; Aimee Mackie-Mosinee; Sarah Peterson-Menasha; Shannon Walter-Menasha; Kevin Gensler-Waukesha; Hannah Mackie-Mosinee; Stephanie Rogers-Oshkosh; and Zach Webster-Oneida.

KinderCamp: Session Director, Deacon Michele Whitford; Music Karen Staeger-Menasha & Jon Whitford-Sheboygan; and Dale Staeger-Menasha

The facilities and staff of Camp Lakotah proved to be everything we were looking for in a camp. We had a truly wonderful year. Remember to check for ticks and drink plenty of water!

## **TRUSTEES**

*Submitted by James Sachs, Secretary*

Members of the Trustees are: the Rt. Rev. Russell E Jacobus (*President*), the Rev Dcn Patrick Rudolph, ST. PAUL'S, MARINETTE, Mr Dan Hornung, ST JAMES, MANITOWOC (*Vice-President*), the Rev James Fosdick, ST MARY OF THE SNOWS, EAGLE RIVER, Mr Jim Sachs, INTERCESSION, STEVENS POINT, Mr Larry Langohr, ST THOMAS, MENASHA, who replaced Mr Fred Darling, ST ANNE'S, DEPERE, Mr Ray Dodge, ST ANNE'S DEPERE, Mr Brock Brownrigg, ST PETER'S, SHEBOYGAN FALLS, Mrs Karen Woolsey, ST MARK'S WAUPACA, The Rev Barb Sajna, ST LUKE'S, SISTER BAY. Mrs Anne Peterson, ST THOMAS, MENASHA, (*Ex-Officio, Treasurer*).

December 6, 2008 – Initial meeting of the 2009 trustees. Bishop Jacobus distributed copies of the Constitution and Canons of the Diocese. These were reviewed as to how they pertain to the Trustees. Dan Hornung was elected Vice President and Jim Sachs was elected Secretary. The Bishop reported the Merrill Vicarage had been sold meeting the conditions of the Trustees and Standing Committee. A report on the status of the Fond du Lac properties damaged by the flood in June was presented. A report on the status of the Chilton property land contract was presented. The Bishop updated the status of the consideration of junctioning with the Diocese of Eau Claire.

February 14, 2009 – Bishop Jacobus announced the resignation of Mr Fred Darling. He will nominate a new Trustee by the next meeting. Reviewed 2008 performance of Diocese Common Trust with representatives from JP Morgan. Permission was granted to the investment advisor to invest in non-directional strategies and hard asset strategies as they deem appropriate within the policy until the Trustees meet with them again. The Trustees approved the corporate resolution having JP Morgan as the Trustees Investment Advisor and authorizing the Bishop, Diocesan Administrator, Diocesan Secretary and President of the Standing Committee to give instructions to the Advisor.

May 14, 2009 – The Bishop nominated Mr Larry Langohr of *St Thomas, Menasha*. The Trustees approved the nomination. After consideration, the Trustees decided to not forgive congregations loans. Loan requests from Ascension, Merrill and St Paul’s Suamico, were approved by the Trustees. The Trustees approved the removal of the vicarage at St John’s Shawano. It would be sold for a dollar and the removal cost would be handled by the buyer.

September 26, 2009 – The Trustees received an updated status of the Common Trust Investments from JPMorgan. A report on diocesan property and casualty insurance was received which renewed September 1. A report on the status of the Marshfield loan was received, and as per previous action deferred to the Executive Council for action. A request regarding the Mosinee loans was received and discussed and action deferred until the next meeting, asking a representative from Mosinee to be present. An update on the tax exemption issue with the Oneida cemetery parcel was made and the Chancellor has now become involved.

## UNITED THANK OFFERING

*Submitted by Carol Feller Gottard, Coordinator*

It is with a truly thankful heart that I report the results of the two ingatherings for the United Thank Offering since the last Diocesan Convention.

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

The total amount collected in our own diocesan ingatherings as well as those collected in all nine provinces will be used to fund grants. No money from ingatherings will be used for administration.

<i>Congregation</i>	<i>Fall 2008</i>	<i>Spring 2009</i>
St. Olaf's, Amherst	70.00	100.00
St. Ambrose, Antigo	125.79	176.25
All Saints, Appleton	439.28	249.58
St. Anne's, De Pere	-	516.52
St. Paul's Cathedral, Fond du Lac	-	510
Blessed Sacrament, Green Bay	-	50
St. James, Manitowoc	-	200
St. Paul's, Marinette	180.00	264
St. Alban's, Marshfield	-	172.73
St. Thomas, Menasha	950.83	-
Ascension, Merrill	-	25
St. Matthias, Minocqua	672.21	467.35
St. James, Mosinee	-	48.32
Holy Apostles, Oneida	-	114.35
Trinity, Oshkosh	-	973.68
St. Paul's, Plymouth	190.00	140.00
St. Augustine's, Rhinelander	-	135.00
St. Peter's, Ripon	46.65	30.00
St. Luke's, Sister Bay	188.88	170.33
Christ the King Holy Nativity, Sturgeon Bay & Jacksonport	145.00	180.00
St. Paul's, Suamico	219.23	265.53
St. Mark's, Waupaca	-	271.03
Holy Trinity, Waupun	-	66.10
St. John's, Wausau	-	288.02
St. John's, Wis. Rapids	-	155.00
Eucharistic Festival Offering	-	256.17

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 internationally will be increased. Many thanks to all of those who contributed. We are truly expanding the circle of thankful people. May God Bless You All.

## WISCONSIN COUNCIL OF CHURCHES

*Submitted by Pastor Vicki Natzke, Representative*

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. For more information about Wisconsin Council of Churches, log onto [www.wichurches.org](http://www.wichurches.org). All events are for lay and ordained.

## **YOUTH AND YOUNG ADULT MINISTRY**

*Submitted by the Rev. Diane Murray, Diocesan Youth Ministry Coordinator*

After the 2008 Convention a Youth Ministry Task Force was organized to look at youth ministry in the Diocese of Fond du Lac. This group was led by Pastor Vicki Natzke (St. John's Wisconsin Rapids), and included: Deacon Nancy Behm (Trinity Oshkosh), Tony Walter (St. Thomas Menasha), Craig Moore (All Saints Appleton) and Pastor Diane Murray, Youth Ministry Coordinator.

In addition to sharing opinions of the group and folks these people know a survey was sent to every church in the Diocese. Other dioceses were also contact by this group to see what is being done with youth ministry in other areas. A presentation was made by Pastor Vicki Natzke to the Executive Counsel. Bill Gaglin (Grace Sheboygan) and Fr. Ed Smith (St. Thomas Menasha) are doing follow-up to this Task Force.

One item that came out of the Task Force that should be ready to be used by the Diocese is a web-site, separate from the Diocesan site, that is a resource repository for people who work with youth in all of the churches of the Diocese. In putting this together, Pastor Diane Murray is also partnering with Nanette Little, chair of Christian Formation for the Diocese. In addition to resources for youth, there will be other resources located on the site that may be of use to clergy and laity alike who are involved with Christian Formation of all ages. More details will appear in the Clarion as well as at the convention. The website address is [www.fdlresources.com](http://www.fdlresources.com).

The Fall Lock-in was held at St. Thomas Menasha. This year we had the opportunity to wonder what "church" is really suppose to be about. This was looked at I a variety of ways: discussion with presentation by Shannon Walter, making and distributing 300 bag lunches on College Ave and at an emergency shelter. in Appleton, delivering flowers to a retirement facility, playing games, sharing Eucharist, praying, swimming and being in

community with other youth and adults from around the Diocese. We tried to practice the command God has given us and spread God’s love through our actions.

In last year’s report I wrote “Preliminary plans are underway for a mission trip to Juarez, Mexico in the summer of 2009.” Due to the escalated violence related to drug trafficking in Mexico and specifically in the border town of Juarez, Bishop Jacobus decided the team needed to find another location for the 2009 trip. It had to be someplace that could take 35 youth and adults ( a rather large group), some as young as 12, with varying degrees of building skills and the dates had to be July 19-26ish as people had already made the commitments for those dates. It also had to fall within the budget for the original trip. News of the change in plans was shared with all participants and their parents and ideas were shared. The final decision was to go with an organization in Galveston, Texas known as Good News Galveston. The Good News Galveston, GNG, ([gngxtreme.org](http://gngxtreme.org)) agency and mission trip was outstanding. We learned a lot of things we didn’t know about. Hurricane Ike was the 4th costliest disaster in American history. It brought with it the largest storm surge of any Atlantic storm, EVER. Yet no one really knows anything about it. Still, over a year later, the people in this region continue their struggle to recover with only a fraction of the volunteers and funding other areas received after Hurricane Katrina. Not only was our team able to help 4 families in Galveston, we raised additional money to send to Gateway Missions in Juarez so they could build the house we were not able to build!

We participated with the Dioceses of Chicago and Milwaukee for this year’s Episcopal Day at Great America. Everyone appeared to have a good time and the weather was grand, cool and sunny!

## **YOUTH MINISTRY TASK FORCE**

*Submitted by the Rev. Vicki Natzke, Chair*

Task Force Members The Rev. Vicki Natzke, Chair, ST. JOHN’S, WISCONSIN RAPIDS; The Rev. Dcn. Nancy Behm, TRINITY, OSHKOSH; Craig Moore, ALL SAINTS, APPLETON; Tony Walter, ST. THOMAS, MENASHA; The Rev. Diane Murray, *Diocesan Youth Ministry Coordinator (DYMC)*. Further follow-up to this Task Force was conducted for the Executive Council by The Rev. Ed Smith, ST. THOMAS, MENASHA and Bill Gagin, GRACE, SHEBOYGAN.

The vision of youth ministry is to guide all young people into a personal relationship with Jesus Christ. Youth ministry is a process rather than a program. It is a ministry carried out for and with youth keeping in mind that youth are *laos*. Thinking in terms of *laos* implies ministry, relationship with God, mission, fellowship, worship, prayer, service, teaching, expectations, community, and responsibility.

Youth ministry should be a major priority for faith development of young people within the walls of our churches, and for young people outside the church. Faith based relationships that are developed will transcend time and distance. With commitment and participation of the leadership of each parish, youth ministry can and should be a transformative ministry for each and every parish in this diocese.

In order for youth ministry to be a successful ministry of this diocese, training is imperative. Mentoring and leadership training for adults and leadership training for youth identified as leaders must be the focus of the DYMC. Ideally this would be staffed at a full-time level, but given the budgetary constraints the Task Force identified things that could be done with a position staffed at half-time. There is potential to develop a youth ministry board. The members of the youth ministry board, under the direction and training of the Diocesan Youth Ministry Coordinator, would oversee the diocesan youth programs: camp, Happening, Lock-Ins, mission trips, New Beginning, Child Abuse Prevention, etc...

A questionnaire was developed for each congregation to fill out. This was done in order to find out if there is youth ministry within the congregation and if so, what is done with each age level. The questionnaire responses showed that the concept of youth ministry, what it should be and how it is worked through varies greatly from church to church and even among people within the same congregation. One common response was the desire for training or guidance (ideas) on the part of many who work with young people. Communication must be established for adults who deal with youth to interact with one another.

A website resource repository was suggested by the Task Force and is in the process of being developed by the DYMC. Our hope is that it will be ready for people to use before the end of 2009. This can become a network and community for all of our churches in the diocese without the time and cost of travel.

Each congregation will be asked to pray for the fruition of youth ministry in this diocese. Prayers for youth and youth ministry could also be incorporated into The Prayers of the People.

# **FINANCIAL REPORTS**

For the Calendar Year Ending December 31st, 2008  
 Independent Auditors Report by Schenck, SC, is on file.

## **Diocesan Budget Report**

<b>INCOME</b>	<i>12/31/2008</i>
Pledges from Congregations	495,188
Interest from Investments	66,293
Other (Clarion, Rent)	31,383
<b>TOTAL INCOME</b>	<b>592,864</b>
<b>EXPENSE</b>	
Outreach & Mission	102,372
Ordained Ministry & Episcopate	198,095
Congregational/Diocesan Ministries	96,466
Diocesan Administration	196,822
<b>TOTAL EXPENSE</b>	<b>593,755</b>

## **Diocesan Pledge Report**

<i>Congregation by City</i>	<i>Received</i>	<i>Pledged</i>
Algoma	3,649	3,649
Amherst	1,500	1,500
Antigo	2,821	2,821
Appleton	35,853	35,853
Depere	32,088	32,088
Eagle River	10,422	10,422
Fish Creek	4,000	4,000
Fond du Lac	28,986	28,986
Gardner	1,160	990
Green Bay	8,166	8,166
Manitowoc	12,505	12,505
Marinette	14,157	15,444
Marshfield	7,527	7,527
Menasha	56,234	56,234
Merrill	1,900	1,900
Minocqua	14,718	14,718
Mosinee	3,100	3,100
New London	16,088	16,088
Oneida	11,922	11,922
Oshkosh	37,414	37,414
Plymouth	8,956	8,956
Rhineland	13,848	13,848
Ripon	15,525	15,525
Shawano	3,997	3,997
Sheboygan	32,900	32,900
Sheboygan Falls	17,263	17,263
Sister Bay	11,400	11,400
Stevens Point	15,537	15,538
Sturgeon Bay & Jacksonport	12,392	12,392
Suamico	5,790	5,790
Tomahawk	637	682
Waupaca	12,000	12,000
Waupun	6,439	6,439
Wausau	23,084	19,540
Wisconsin Rapids	11,210	11,210
<b>TOTAL</b>	<b>495,188</b>	<b>492,807</b>

## Diocesan Funds Report

	12/31/2008
<b>Operating Funds</b>	
Operating	1,361
<b>Non-Operating &amp; Designated Funds</b>	
Altar Guild	1,214
Church Development	2,703
Church Periodical Club	9
Deacons' School	726
Episcopal Church Women	2,144
Episcopal Safety Prog	3,891
Flood Holding	28,705
Green Bay Area Ministry	9,902
Happening	632
Holding Chilton Property	506
Holding Merrill Vicarage	69,138
Mission Trip	696
United Thank Offering	203
Youth Work	5,723
<b>Reserve Funds</b>	
Episcopal Church Women Province V	2,134
General Convention	17,506
History Publication	2,250
Outreach	8,231
Sabbatical	4,938
Succession	16,893
<b>Bishop's Discretionary Funds</b>	
Bp Discretionary	18,079
<b>Restricted Funds</b>	
Amann Contiuing Education	2,390
Butler Seminarian Support	325
Diocesan Organ	290
Eucharistic Festival	(65)
Fey Seminarian Support	7,334
Stevens Mission	4,877
Zimmer Seminarian Support	283
<b>Loan Funds (Administered by the Trustees)</b>	
Capital Discretionary	26,577
Roddis Loan	35,249
<b>Loans Receivable (Administered by the Trustees)</b>	
Antigo	3,780
Merrill	4,742
Mosinee	71,112
Tomahawk	8,571

# COMMON TRUST FUND

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 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.

### *Common Trust Performance*

<i>Allocation</i>		<i>2008</i>	<i>Lifetime</i>
53.4%	Bonds, Cash & Equiv	2.8%	5.6%
	Barclays Capital Index	5.1%	6.1%
46.6%	Equities	(40.8%)	7.5%
	S&P 1500 Index	(36.7%)	6.9%
100%	Total	(20.2%)	5.9%

### *Participants and Market Value As of 12/31/2008*

#### **DIOCESE OF FOND DU LAC**

AMANN RESTRICTED FUND	44,468.06
BUTLER DISCRETIONARY FUND	12,958.95
DIOCESAN ORGAN RESTRICTED FUND	8,083.40
EUCCHARISTIC FESTIVAL RESTRICTED FUND	20,398.49
FEY RESTRICTED FUND	112,800.52
STEVENS MISSION RESTRICTED FUND	41,375.88
ZIMMER RESTRICTED FUND	11,791.18
INFIRM CLERGY RESTRICTED FUND	21,839.19
CAPITAL RESTRICTED FUND	114,245.13
DIOCESAN DISCRETIONARY ENDOWMENT FUND	578,761.29
DIOCESAN MISSIONS PERMANENT FUND	280,061.69
DIOCESAN PERMANENT ENDOWMENT FUND	401,581.32
GREEN BAY RESTRICTED FUND	84,774.71
MANNINGHAM YOUTH WORK RESTRICTED FUND	22,885.56
RODDIS RESTRICTED FUND	17,432.37
BISHOP DISCRETIONARY RESTRICTED FUND	89,336.83

#### **SISTERHOOD OF HOLY NATIVITY**

SHN-FOND DU LAC	41,749.14
SHN-SANTA BARBARA	31,791.81

#### **FOND DU LAC, ST PAUL'S CATHEDRAL**

RESTRICTED FUND	198,670.95
UNRESTRICTED FUND	382,855.66

**ALGOMA, ST AGNES**

ALGOMA DISCRETIONARY FUND	831.17
BLACKMAN FUND	735.76
NEUMAN FUND	20,632.44
SAMUEL & BERTHA PERRY ENDOW	29,190.35
ST AGNES FUND	11,177.45

**AMHERST, ST OLAF**

LARSON-THAYER MEM	5,247.71
ST OLAF FUND	1,812.17

**ANTIGO, ST AMBROSE**

ANTIGO PERMAMENT MISSION FUND	3,737.89
EMMA L MILLARD FUND	5,526.20
ST AMBROSE TRUST FUND	610.19

**APPLETON, ALL SAINTS**

STEWART/PUTNAM FUND	4,216.28
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**DEPERE, ST ANNE'S**

ALTAR GUILD FUND	1,435.44
ALTAR GUILD-GERTRUDE J MURPHY	1,112.52
REV CN B F MILLER MEM	87,014.40

**EAGLE RIVER, ST MARY'S**

ELLIS FUND	90.72
JOHN R FISHDICK	4,147.94
MARGARET BECK FUND	15,921.38
MEM FUND	5,144.23
QUAGGY FUND	145.01
ST MONICA'S GUILD	1,829.61
RECTOR'S DISCRETIONARY FUND	10,905.09
EMERGENCY FUND	18,454.75

**GARDNER, PRECIOUS BLOOD**

CEMETERY PERPETUAL CARE	36.46
PRECIOUS BLOOD FUND	2,811.64

**GREEN BAY, BLESSED SACRAMENT**

DEBECK SUNDAY SCHOOL ENDOWMENT	1,292.69
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**MANITOWOC, ST JAMES**

ST JAMES INVESTMENT FUND	277,610.06
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**MINOCQUA, ST MATTHIAS**

STM MEM GARDEN ENDOWMENT	12,142.27
STM ENDOWMENT	4,361.91
STM UND MEMORIAL	6,853.42
STM ALTAR FUND	4,168.20
STM ORGAN FUND	3,084.47
STM PROPERTY FUND	4,168.20

**NEW LONDON, ST JOHN'S**

ST JOHN'S FUND	5,114.44
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**ONEIDA, HOLY APOSTLES**

BISHOP BRADY FUND	5,041.56
CARRIE J FELKER MEM	3,373.07
CEMETERY LOT FUND	161.53
ETHEL B WALDO MEM	15,590.92
FATHER CHRISTIAN MEM	36.07
JOSEPHINE WEBSTER MEM	1,399.51
LAURA HEHNE MEM	125.75
LUCY HILDA SKENANDORE MEM	233.38
MILDRED DAVIS TRUST FUND	894,162.92
RUFUS/RICHARD/JOSEPH HOUSE MEM	520.47
WALTER SR & PEARL MARIE HOUSE MEM	2,942.47

<b>RHINELANDER, ST AUGUSTINE</b>	ALTAR ENDOW FUND	1,130.47
	NELSON SCHOLARSHIP FUND	6,763.93
	THOMAS S GULICK FUND	520.47
<b>RIPON, ST PETER</b>	DORA RUNALS FUND	6,202.66
	GARDEN GUILD (H EATON FUND)	1,487.29
	GENERAL FUNDS	40,847.32
	WILLIAM & FRANCES RUNALS FUND	65,289.24
<b>SHAWANO, ST JOHN'S</b>	CANON FUND	1,507.16
	MORGAN FUND	1,901.94
	PERPETUAL FUND	2,242.80
	SANDERSON FUND	9,472.94
	THE MEM FUND	4,682.78
<b>SHEBOYGAN FALLS, ST PETER</b>	EDUCATION FUND	22,390.51
	GEORGE LEMAHIEU	592.21
	ST PETER'S FUND	18,461.45
	WEISSE FUND	39,811.16
<b>SISTER BAY, ST LUKE'S</b>	ENDOWMENT FUND	3,353.33
	CAPITAL FUND	12,405.50
<b>STEVENS POINT, INTERCESSION</b>	BUILDING ENDOW	5,164.59
	CAROL J SCHMITZ OUTREACH FUN	119,176.30
	DR ALBERT MOORE & ELEANOR ROTH CAMPUS MINISTRY	1,342.38
	PARISH ENDOWMENT	224,515.20
<b>STURGEON BAY/JACKSONPORT, CHRIST THE KING HOLY NATIVITY</b>	CHRIST THE KING FUND	15,648.88
	HOLY NATIVITY FUND	28,681.25
	COLBURN MUSIC FUND	1,076.54
<b>SUAMICO, ST PAUL'S</b>	ART & ALMA FIEST FUND	454.23
	DEVROY/MLNARIK/SCHILTZ/	107.47
	GUILD HALL FUND	183.99
	JAMES & EDITH VICKERY	192.20
	KEN NELSON FUND	149.91
	NEW CHURCH BUILDING FUND	236.52
<b>TOMAHAWK, ST BARNABAS</b>	LEORA OSBORNE TRUST	4,237.71
	TOMAHAWK PERMANENT MISSION FUND	3,626.53
<b>WAUPUN, HOLY TRINITY</b>	LAWRIE FUND	1,794.15
	MARY SWAN MEMORIAL	10,624.85
	TANNER FUND	4,374.73
	HOLY TRINITY EPISCOPAL CHURCH MEMORIAL FUND	11,695.09
<b>WISCONSIN RAPIDS, ST JOHN</b>	ILENE LARSON FUND	8,666.38