



IN ALTUM

Episcopal Diocese of Fond du Lac

36 worshipping communities in northeast and northcentral Wisconsin

ADVANCE REPORTS 2020

*Summaries of ministries of the Episcopal Diocese of Fond du Lac
for the period September 1st, 2019 – August 31st, 2020*

Prepared for the 146th Convention of the Diocese of Fond du Lac

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ABOUT ADVANCE REPORTS

Advance Reports are a digest of mission and ministry at the diocesan level. They are presented to inform delegates and anyone else who may have interest about the work of the diocese. Some areas may not be included here because no report was received, or no activity took place. Activities which are primarily local and congregational in focus are not included because such reporting is usually made at a local congregation's Annual Meeting. These Advance Reports and the Journal of the Convention provide a document of a part of the diocesan history over the course of a year.

ABOUT THE VISION

Bishop Gunter led the diocese in creating a vision statement of the diocese becoming a people of God's mercy and delight through **vital congregations, prayer and worship, and missionary church**. Developed in 2017 by diocesan leadership, the statement guides planning and efforts of the diocese.

ABOUT THE DIOCESE

What is now the Episcopal Diocese of Fond du Lac was originally part of the Episcopal Church Missionary District of the Northwest and then part of the Missionary District of Wisconsin. It became the Diocese of Wisconsin in 1847, just prior to Wisconsin becoming a state. The Diocese of Fond du Lac, which was formed out of the Diocese of Wisconsin in 1875, was geographically larger than the current boundaries. In 1928 with the formation of the Diocese of Eau Claire, the Diocese of Fond du Lac took its current character of the 27 counties of northeast and northcentral Wisconsin.

The Parochial Report of 2019 reveals the diocese having 4,671 active baptized members. There are 33 organized congregations who worship in 36 locations. Roughly half of Episcopal churches are in cities, with the other half in villages and towns and a few in rural communities. Membership of each congregation tends to reflect the demographics of the communities they are in.

The Average Sunday Attendance for 2019 was 1,518. 13 congregations saw an increase in ASA, 14 saw a decrease and 6 showed no change. The median ASA is 40. The greatest ASA was 148 (St. Thomas, Menasha) with the smallest being 8 (Precious Blood, Gardner and St. Ambrose, Antigo). The past decade has seen diocesan ASA change from 2,266 to 1,518 (a decline of 32.9%). The past 3 years has seen diocesan ASA change from 1,769 to 1,521 (a decline of 14.0%). With the advent of the Covid pandemic in early 2020, it should be noted that determining baseline numbers for comparison in the future will need to be taken under advisement.

The official diocesan record shows that as of September 2019 there were 85 clergy canonically resident (2 bishops, 60 priests and 23 deacons). 39 were parochial and 46 were non-parochial, 51 were active and 34 were retired.

ABUSE PREVENTION / SAFER CHURCH

Submitted by Matthew Payne, Lay Canon for Administration

The diocese attempts to create a safer church by encouraging members to complete online courses for the prevention of the abuse of children and prevention of sexual harassment or exploitation of adults in church settings. Courses are offered through a web-based program, SafeGuarding Online™, provided as part of our policy by Church Insurance. The online program uses text, video and audio and is designed to reach all learning types.

Core courses cover the basic knowledge to raise awareness of issues and intend to raise understanding in how to prevent abuse. A refresher course is provided for those who completed courses previously. Courses are also available for specific events, such as Vacation Bible School and for those in a

supervisory role. Additional courses on elder abuse recognition and social media are available to broaden the reach of the prevention program.

Since the inception of the online course approach in 2008, 3,796 courses have been completed by 668 users. The goal is that every church leader complete courses. Reminders encouraging participation are sent through congregations and notice included in the diocesan newsletter. Each congregation receives a report twice each year of those in their congregation who have completed which courses. Verbal reminders are made to volunteers, clergy and lay leaders at diocesan events and in conversation.

Enrollment is through diofdl.org/prevention, a page that also provides links to a variety of prevention resources and background check tools.

When a revision of policies and procedures may be needed, a diocesan task force is formed. It is anticipated such a task force will be formed in the next year. General Convention Resolution 2018-A048 calls for development of new model anti-sexual harassment policies & safe church training. Its release is expected soon so diocesan procedures will be reviewed to assuring correspondence with the national model.

ARCHIVES

Submitted by Matthew Payne, Lay Canon for Administration

An archive has three purposes: 1) determining what to keep; 2) keeping items well; 3) sharing with others. The diligence of hundreds of clergy and laity over nearly two centuries has blessed the diocese with a significant volume of holdings of over 200 linear feet of documents from congregations, committees, commissions, bishops, clergy, laity and other Episcopal entities. In addition to paper documents, there are a growing number of digital files, video and audio recordings, and other artifacts including statuary, liturgical paraphernalia and other physical objects. The physical repository was moved from Grafton Hall in Fond du Lac (there since 1960) to the Diocesan Office in Appleton in 2016.

The most common requests for information are verification of baptismal and marriage records. Active congregations maintain their own vital records, so these requests are re-directed to the church secretary or cleric. The diocese holds records of closed congregations including baptisms, marriages, deaths, and membership records. It also holds confirmations records of bishops. When a research request is received, a nominal fee may be charged to support further development of the archives.

In addition to regular archival research related to the operation of the diocese, over the past year we have had baptismal records requests (including some for Roman Catholics...something that happens fairly often), genealogy

requests, requests for periodicals (all diocesan newspapers have been scanned making digital copies easy to share), assistance to the owner of a former diocesan retreat house in Sherry, Wisconsin, and assistance to a researcher for a closed mission congregation. Approximately 30 hours have been used in responding to these requests.

Processing of records received from the closed congregation of St. Alban's, Marshfield and St. Barnabas, Tomahawk continue. A full digital spreadsheet of the clergy canonical register makes researching requests more efficient.

A plethora of physical objects from closed congregations over the past two decades were donated to St. Mary Mission in Lancaster, Pennsylvania which finds new homes for used Religious items that are no longer needed. Notice of these items had been made to clergy and congregations of the diocese over the years and much went to congregations in our diocese. But the time had come to clear out the storage unit (and eliminate its cost). Nearly 400 items from processional crosses to candle sticks to vestments to lavabo bowls were picked up from our storage unit. The Mission recently informed us that an Ave Maria Shrine with a Statue of The Blessed Virgin Mary and Christ Child has found a new home at a church in Harrisburg, Pennsylvania.

The Archivist is a member of the Society of American Archivists, the Historical Society of the Episcopal Church, the National Episcopal Historians and Archivists, the Wisconsin State Historical Society and the Brown County Historical Society.

CHANCELLOR

Gordon Stillings, Chancellor

The Chancellor serves as legal advisor to the Bishop, Standing Committee and Trustees under Canon 2.2. providing legal advice in real estate, contract, personnel claims, canonical and parliamentary issues. This past year he was involved in several legal matters relating to the diocese or its congregations. Specifics of such advice and communications are confidential under secular rules governing attorney-client relationship. Services are provided *pro bono* while any direct costs are borne by the diocese.

CHAPLAINS TO RETIRED CLERGY & SPOUSES

Submitted by the Rev. John Peterson and Kathy Peterson, Chaplains

Bishop Matthew Gunter appointed Fr. John Peterson and Kathy Peterson as Chaplains to the Retired Clergy, Spouses and Beneficiaries of the Church Pension Fund in 2020 to continue the fine work that the Revs. Jim and Mary Trainor have done before moving outside of the diocese.

MISSION STATEMENT FOR CHAPLAINS TO THE RETIRED CLERGY, SPOUSES and BENEFICIARIES

- The program for the ministry to the retired clients of CPG is designed to create maximum leveraged distribution of information and services to our clients and to enhance the pastoral care to all retirees of The Church Pension Fund Clergy Pension Plan and their spouses and beneficiaries through an appointed Diocesan Chaplain. This ministry values the retired as children of God and offers them community support.
- The ministry promotes programs to support and enrich the spiritual, intellectual, social and physical needs of the retired. The Church Pension Group carries forward this program through the Provincial Coordinators in co-operation with the Bishop and the Bishop's appointed Diocesan Chaplains.

DIOCESAN CHAPLAINS

The role of the chaplains is to develop a pastoral ministry to all retirees of The Church Pension Fund Clergy Pension Plan, spouses and beneficiaries.

- To work with the diocese and the Church Pension Group to disseminate information and assist with up-to-date retiree information
- To maintain the social network of retirees and provide pastoral care and timely communication
- To facilitate continuing education and develop a retiree resource network
- To provide pastoral care and support to retirees through visits, telephone contacts and correspondence
- To attend with other Diocesan Chaplains the annual Provincial and Triennial Conferences organized by the Provincial Coordinators and the Church Pension

Shortly after we were appointed chaplains, we were facing the Covid pandemic. All our plans had to be changed to meet the fact that we could no longer meet in person. We had planned a gathering of the Retired Clergy, Spouses and Beneficiaries for September in Appleton. That meeting was changed to an online conference on October 1 with Sean Scheller and Mthr. Laura Queen with a 90-minute presentation covering the Status of the Church Pension Fund, Guide to Clergy Benefits, Life Insurance, Post Retirement Survivor Benefits, Working in Retirement, Tax Hotline, Medical Benefits from the Medical Trust, and Protecting Yourself from Fraud.

Our contact with retirees is mostly by e-mail in which we keep them updated on Church Pension issues. We participated in a national fraud prevention campaign to alert retirees of the new and latest scams targeting church people. Over 10,000 contacts were made nationally. We send cards at

Christmas, Easter, birthdays and ordination anniversaries. We pray and assist as much as possible in times of illness and death and keep the Bishop informed of interactions requiring his attention.

CLERGY EVENTS

Submitted by the Rt. Rev. Matthew Gunter, Bishop

Cultivating collegiality among clergy along with connecting with the bishop makes for a stronger diocese. Clergy of each deanery gather regularly throughout the year for fellowship and mutual support. A pre-Lenten Clergy retreat was held in February where I was the retreat facilitator. The Chrism Mass was cancelled due to the public health emergency. A Fall Clergy Continuing Education Conference was held virtually in September with Scott Gunn, Executive Director of Forward Movement. The focus was on Christian Formation.

The Diocesan Office schedules a meeting with clergy and me near their birth month for an annual check-in. Prayer requests are shared regularly via email, with personal contact when needed. Clergy that are new to the diocese receive an extensive orientation to the diocese by the Canon Administrator, which also covers human resource needs.

CLERGY SPOUSES' COUNCIL

Submitted by Leslie Gunter, Chair

The clergy spouse community has had a year of connecting virtually. Due to the impact of Covid, clergy spouses met every-other-week on Zoom to support each other and check in. Following a hiatus in August, we've resumed in October on a monthly basis. A spouse Zoom retreat day in October featured Mthr Meredyth Albright offering three reflections followed by half-an-hour of individual prayer and reflection and half-an-hour of small group time. Clergy spouses hold a book discussion group on "Where God Happens" by Rowan Williams about the spiritual life viewed through the lens of the desert fathers.

COMMISSION ON MINISTRY (COM)

Submitted by the Rev. Monica Burkert-Brist, Chair

The Commission on Ministry strives to provide supportive resources and processes to help people discern their callings in both lay and ordained leadership roles in our diocese, our national church and God's world. We are excited to share it has been a very busy year.

During 2019 two postulants for ordination to the diaconate were forwarded to the Bishop and Standing Committee and our diocese gained two new

deacons this year. Despite the trials of Covid, Bishop Matt ordained Lisa Ueda, assigned to St. Thomas, Menasha, and Nicci Beeck, assigned to St. Paul's, Plymouth.

We are currently supporting **five** postulants for ordination to the priesthood, all of whom are expected to be ready for ordination during this next year: Julie Roane Hendrix (senior, Nashotah House Theological Seminary), Amy Heimerl (distance learning under the bishop's supervision), Jerry Molitor (distance learning student in Anglican Studies at Nashotah House), David Manley (Nashotah 2020 graduate, affiliated with St. Paul's, Plymouth) and Paul Coey (Yale Divinity School graduate, affiliated with St. Paul's Cathedral, Fond du Lac). We are blessed these folks are responding to their call in vocation, many while shouldering additional family and work responsibilities, with the hope of serving in bi-vocational or other nontraditional roles for congregations in our diocese. Their potential ordination dates are on the diocesan calendar. Ordination plans are a work in progress as we continue to navigate worship during the pandemic. In addition, in our deacon school are Erin Hunsader (St. Anne's, De Pere) and Barb Foster (St. Paul's Cathedral, Fond du Lac). Their enthusiasm and diligence has served them well so far.

Although the ability to gather together has been impeded this year, we have a group of three individuals completing the first Circle of Light, which is step one in our discernment for possible **ordained or lay ministry leadership** in the church. We are organizing a "First Circle" to begin meeting Spring 2021. If you are interested please speak to your priest and email Mother Monica at revmbb16@gmail.com.

The COM welcomes more participation by clergy and lay leaders in COM activities, including leading Circles formation groups and helping train and facilitate discernment committees at the local congregational level. Please let me know if you are interested or know folks who would serve well in these roles.

Members: the Rev. Monica Burkert-Brist, Chair, Holy Trinity, Waupun; Chris Shaw, St. Peter's, Ripon; the Rev. John Peterson, Retired; the Rev. Paul Aparicio, Grace, Sheboygan; Cheryl Dobrzynski, St. Peter's, Sheboygan Falls, Cathy Cowling, Trinity, Oshkosh; the Rev. Rodger Patience, Holy Apostles, Oneida, the Rev. Amanda Sampey, St. James, Mosinee. and the Rt. Rev. Matthew Gunter, *ex-officio*. The Rev. Chris Arnold Trinity, Oshkosh serves as liaison for the Standing Committee.

COMMUNICATION

Submitted by Matthew Payne

Sharing information with diocesan members and the broader community is primarily through digital media. Print media methods are used strategically to make communication efficient and effective.

Diofdl.org is a central information repository. With a variety of documents and content, it's notices and events are reposted through Facebook and newsletters. A content management system allows a consistent look without writing laborious code. Use of the site increased to an average of 550 unique visitors per week viewing 3 pages on the site.

Scattering Seeds distributes news of general interest to over 1,600 email addresses with Clergy News distributed to over 200 email addresses. Part of the communication strategy is sending newsletters when there is news to communicate. 62 newsletters were sent from September 2019-August 2020 (66,000 emails) and an average open rate of 39% was achieved. 34% of opens occur on a mobile device. 26% clicked on a link contained in the newsletter.

Our Facebook presence continues to be strong with over 1,100 page likes. It is used mostly for re-posting website content, publishing news, original content and sharing content of interest to members of the diocese. We made over 150 posts over the last 12 months. An average of 281 users saw each post. We also made strategic use of boosted posts costing from \$1 to \$50 to target specific messages to specific audiences. There are also a number of group pages connected which allow reaching a broader audience with diocesan information.

The Covid pandemic saw a significant shift to the use of online meetings. While we have had this capability for over a decade, it was rarely used, if not overtly resisted. The pandemic changed all that, making it the normative manner of conducting meetings, at least for the time being. A diocesan Zoom account has been secured. A shared account is available to those who may have need for larger use, but do not have the resources to pay a higher cost. Contact the Diocesan Office if there is interest in using this account.

We provide congregations with color posters about events and mail printed information to audiences for targeted events like summer camp. The implementation of more bulletin inserts and newsletter inserts has been placed on hiatus until we return to using our buildings for worship.

Every church newsletter received is read by the Diocesan Office staff, noting items of interest for others in the diocese and then including with our communication streams. From time to time we provide feedback to those producing the newsletters.

COMPANION DIOCESE TASK FORCE

Submitted by Ron Alexander, Chair

2019 was quite active with 2020 having more limited interaction with our Companion Diocese. The 2019 Bishop's Annual Appeal raised over \$23,000 sent to Masvingo to support the needs of the Transfiguration Skills Center. Companion Diocese Sunday 2020 was not able to be celebrated as it normally would be. A recorded video of conversation with Bishop Matt and Bishop Godfrey, hosted by Diocesan Administrator Matthew Payne, was released for this Sunday. This sharing of how each diocese was doing was made available to all through a video post on the diocesan YouTube Channel and distributed via Scattering Seeds.

Bishop Matt received two emails from Bishop Godfrey. The first, on July 13, 2020, was comprehensive and centered on the devastation to ordinary life caused by the Covid virus: lockdowns, mortality, inadequate resources, worsening economic and financial crisis and similar restrictions, as ours, to Worship attendance. Operations at the Transfiguration Skills Centre Chidzikwe were suspended during the lockdown period and then resumed later in the summer. It is their vision to have the capacity to provide surrounding boarding schools with farm produce, given the availability of water and skilled personnel running the Skills Center. A second email, on August 13, 2020, indicated the Diocese of Masvingo was struggling financially under the current circumstances and any amount to support their Diocesan budget would be received with much gratitude and appreciation. In response, a special fund drive was initiated and has raised over \$20,000 as of this report. There continues to be much political and economic strife, complicated by fighting the pandemic with limited resources. Our prayers are needed!

Members: Ron Alexander, Chair; Ascension, Merrill; the Rev. Dcn. Mike Burg, Grace Sheboygan; the Rev. Dcn. Dale Hutjens, St. Anne's, De Pere; Jeanine Limberger, St. Anne's, De Pere; the Rev. Diane Murray, St. James, Manitowoc; the Ven. Michele Whitford, St. Paul's, Plymouth; the Rt. Rev. Matthew Gunter, ex-officio.

CONGREGATIONAL FINANCIAL REVIEW TEAM (CFRT)

Submitted by Anne Peterson, Lead Reviewer

National Canon I.7.1(f) requires all accounts of Parishes and Missions be audited annually by an independent Certified or Licensed Public Accountant, or such audit committee as shall be authorized by the Finance Committee or other diocesan authority. 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 audit by a CPA. The CFRT was established in 2006 to help congregations fulfill the canon easily and inexpensively.

Two reviewers hired in late 2018 served in 2019 and then resigned. Two new reviewers were hired in late 2019 and trained in 2020. Then the pandemic hit and reviews came to a halt. We did not feel comfortable sending reviewers into congregations and they were not enthused to receive them, rightly so. In May, it was decided on-site reviews would be conducted in seven congregations utilizing masks and physical distancing and form reviews would be done in other congregations. Recently, we had a reviewer resign and another take medical leave. We expect to be hiring at least one more reviewer, possibly two for 2021. We appreciate the patience of our congregations and reviewers in being flexible during this difficult and unprecedented time.

CONSTITUTION AND CANONS

Submitted by the Rev. Barb Sajna, Chair

Established under authority of Diocesan Canon 3.5, the purpose of the Constitution and Canons Committee is to consider proposals for amendments to the diocesan Constitution or Canons. For the past couple of years, the committee was working on a complete revision, with a plan to present a draft to the 2020 convention. However, the Covid pandemic has necessitated a pause in the committee’s efforts. We will resume as soon as possible once we return to normal. Members of the committee are: The Rev. Carol Amadio, retired; The Rev. Chris Arnold, Trinity, Oshkosh; Mr. Matthew Payne, All Saints, Appleton; The Rev. Barb Sajna, St. Luke’s, Sister Bay; Mr. Gordon Stillings, ex-officio; the Rt. Rev. Matthew Gunter, ex-officio.

COVID TASK FORCE

Submitted by the Rev. Christopher Arnold, Chair

With the arrival of the Covid pandemic in March 2020, church leaders had to revise many practices to protect the health and wellbeing of the communities in our care. Bishop Matt convened this task force to sort through the relevant data, communicate with congregational leadership, and make recommendations for diocesan policies. The task force is composed of physicians, hospital chaplains, and diocesan clergy and is supported by the Diocesan Office. It meets weekly or more frequently. It has produced a number of resource documents in addition to the Back to Building Guidelines. These may be found at diofdl.org/covid.

Members: The Rev. Chris Arnold, Trinity, Oshkosh, Chair. The Rev. Monica Burkert-Brist, Holy Trinity, Waupun; The Rev. Dcn. Nicci Beeck, Grace, Sheboygan; Dr. Pamela Glennon, St. John's, Wausau; The Rev. Sue Kruger, St. John's, Wausau; Dr. Brad Lauderdale, M.D., St. Thomas, Menasha; The Rev. Amanda Sampey, St. James, Mosinee, Chaplain at Ascension Hospital, Wausau and St. Michael's, Stevens Point; the Rev. Christopher Wilkerson, All Saints, Appleton. Special consultant on HVAC issues: the Rev. Dcn. Dale Hutjens, St. Anne's, De Pere.

CURSILLO (MONARCH)

Submitted by David Annis, Lay Director

Monarch Episcopal Cursillo is a ministry of the diocese to help those in the Church better understand their individual calling to be Christian leaders. This leadership may be exercised in work situations, family and social life, leisure activities as well as within the Church. Leadership means influence on others, not mean power over others. We can all be a positive influence for Christ in the world around us. To accomplish this, the method of Cursillo includes three primary activities. We teach and encourage ongoing membership in weekly small-group gatherings at the local or congregational level. We hold monthly diocesan gatherings (Ultreyas) to promote fellowship and to build further understanding of the faith. We organize the Cursillo Three Day Weekend for more thorough training in the methods of Piety (relationship with God), Study (relationship with the Word), and Apostolic Action (relationship with neighbor).

The Cursillo Secretariat is the task group dedicated to the work of Cursillo in the diocese. It is made up of Cursillistas (people who have experienced a Cursillo weekend) from throughout the diocese. I personally thank these individuals for their hard work and dedication: the Rev. Vick Natzke (Spiritual Director), the Rev. Ralph Osborne, the Venerable Edwin Smith, Cheryl Dobrzynski, Jesse Zimmerman, John Barnes, Mary Hamby, Jenny Krautsch, Fritz Kromenacher, Tom Zaborski, Bob Cleworth (also our Historian), Marlene Zastrow (Treasurer), Rachel Annis (Secretary), Linda Wallenfang (Palanca Chair). Secretariat meetings are held the third Monday of the month, either at All Saints, Appleton from 6:30-8pm or via Zoom teleconference. If you are interested in being on the Secretariat, our general election and Annual Meeting is held in February. Please contact any member of the Secretariat if you are interested in serving.

The main activities this year have been the monthly Ultreyas (now held virtually over Zoom). You may see the schedule for these on our web site at

monarchcursillo.org as well as on the Diocese of Fond du Lac web site. They are also announced in the “Scattering Seeds” Diocesan newsletter. This year, the Monarch 75 weekend was postponed due to the Corona Virus pandemic. Future Three Day Weekend Cursillo events will continue to be held at Spencer Lake Christian Center in Waupaca in the first or third weekend in May. This location has been ideal for us, both because of the facilities and because of the amazingly helpful and capable staff there. We currently have an email address list of 260 names. As part of our ongoing effort to keep our electronic mailing list as up to date and accurate as possible, we would ask if you are not currently receiving Cursillo news and prayer requests to please email or snail mail your current email address to: laydirector@monarchcursillo.org or contact John Barnes, Lay Director, Monarch Cursillo, 847 Mandalay Terrace, De Pere, WI 54115.

Cursillo is 100% funded by donations at the monthly Ultreya, weekend fees from staff and candidates, and recycling fundraisers. With costs increasing on everything, the Secretariat is continuing the inkjet printer cartridge recycling program. This helps reduce costs of the weekends, provide financial aid for candidates and fund other Cursillo programs. Thanks to Bob Cleworth, St. John, Wisconsin Rapids, for continuing to oversee this program for us. Visit monarchcursillo.org for more complete information.

DEACON COUNCIL

Submitted by the Ven. Michele Whitford, Chair

The Deacon Council members are: Ron Alexander, St. John’s, Wausau; the Rev. Dcn. Nancy Behm, Trinity, Oshkosh and St. Paul’s, Suamico; the Rt. Rev. Matthew Gunter; the Rev. Dcn. Dale Hutjens, St. Anne’s, De Pere; the Rev. Dcn. Bruce McCallum, St. John’s, Waupaca, the Rev. Diane Murray, St. James, Manitowoc; the Rev. Dcn. Lisa Ueda, St. Thomas, Menasha; the Rev. Dcn. Joy Zakrzewski, St. Luke’s, Sister Bay; the Ven. Michele Whitford, St. Paul’s, Plymouth, Chair.

The Deacon Council is to help the bishop in the care of deacons of the diocese. At present, there are 17 active deacons, 6 retired deacons (2 of which live outside the diocese). Deacons spend much of their ministry caring for the physical and mental needs of people in and outside of the church. It is important to care for the deacons in the same way they care for others.

The Council shares oversight of the Deacons School and seeks continuing education programs for the whole deacon community. There is one postulant and one aspirant enrolled, one in the second year and one in the first year.

The deacons are calling the entire diocese to seek out the marginalized, both in our churches and outside in our communities, and draw them closer to the love of God. This year the world is suffering from the Covid pandemic. The Deacon Council recommended to the Executive Council to allocate the Outreach Funds for 2019-2020 to the Episcopal Fund for Human Need (EFHN). This is an emergency fund to be used during a governmental declared state of emergency at either the state or national level. It is a cooperative venture to provide cash assistance to individuals through diocesan clergy or congregations for meeting one-time basic human need.

To seek Christ beyond our local communities the Deacon Council continues to be instrumental in furthering our relationship with our Companion Diocese, the Diocese of Masvingo, Zimbabwe.

DEACONS SCHOOL

Submitted by the Rev. Glenn Kanestrom, Dean

The Diocese of Fond du Lac Deacons School is for the preparation of deacons in diocese. The School is a two-year school consisting of eight courses (four each year), retreats, field education, and practicum components. Spiritual and community formation are vital parts of the School, as well as academic study and practical internship experiences. The School for Deacons draws its faculty from within the diocese who craft curricula to accord with the canonical requirements for becoming a deacon.

In December of 2019, the School completed Year 2 of the two-year cycle. In December 2020 we will complete Year One of a new cycle. Each year has two terms – a Fall term (September-December) and a Winter/Spring term (January-May). In the two-year cycle, the following courses are offered: Old Testament – the Rev. Tom McAlpine; Church History – the Very Rev. Patrick Perkins; Diakonia – the Rev. Michele Whitford; Christian Spirituality – the Rev. Glenn Kanestrom; New Testament – the Rev. Barb Sajna; Christian Theology – the Rev. Glenn Kanestrom; Homiletics – the Rev. Jim Trainor.

Deacons in training submit homework for each course, in accordance with the course assignments and feedback is provided by the instructor in a timely fashion. At the end of each course, the instructor provides an assessment of the student's performance and the student provides an evaluation of the course effectiveness. Currently, there are two students in Deacons School: Erin Hunsader and Barb Foster.

DEANERIES

Diocesan Canon 8.1 divides the diocese into five Deaneries: Green Bay, Lakeshore, Lake Winnebago, Northwoods, and Wisconsin River. Congregations are assigned to a deanery by the Bishop. Currently no congregations are assigned to the Lake Shore or Northwoods Deanery.

GREEN BAY DEANERY

Submitted by the Rev. Glenn Kanestrom, Dean

The Green Bay Deanery gathers for regular clerical meetings (Clericus) and other meetings for lay and clergy of the deanery. The churches are: St. Agnes, Algoma; St. Anne's De Pere; Atonement, Fish Creek; Precious Blood, Gardner; Blessed Sacrament, Green Bay; St. James, Manitowoc; St. Paul's, Marinette; St. John's New London; Holy Apostles, Oneida; St. John's, Shawano; St. Luke's, Sister Bay; Christ the King, Sister Bay and Jacksonport; St. Paul's, Suamico. Also present is the Order of Julian of Norwich, White Lake.

Lay and clerical members of the deanery met on one occasion in the course last year at the pre-convention deanery meeting in October. Clerical members of the deanery met seven times for Clericus at various churches and via Zoom. Typically, meetings were held on months when there were no other clergy meetings or gatherings and drew from 4 to 10 clergy. Information was shared about the diocese and individual congregations. The Clericus meetings were also a time for mutual clergy support. The Rev. Glenn Kanestrom (St. Paul's, Marinette) served as Rural Dean. We are pleased to welcome the Rev. Tyler Richards (St. Anne's, De Pere) to the deanery this past year.

LAKE WINNEBAGO DEANERY

Submitted by the Rev. Ralph Osborne, Dean

The Lake Winnebago Deanery consists of All Saints, Appleton; St. Paul's Cathedral, Fond du Lac; St. Thomas, Menasha; Trinity, Oshkosh; St. Paul's, Plymouth; St. Peter's, Ripon; St. Mary's Chapel, Wautoma; Grace, Sheboygan; All Saints Chapel, Elkhart Lake; St. Peter's Sheboygan Falls; and Holy Trinity, Waupun. The clergy of the deanery meet on the second Tuesday of each month, spending time to provide encouragement and ideas for ministry. The churches of our deanery participated and helped with our revival last October. We are now working to support clergy and churches in this difficult time of Covid. Be sure to have conversations and make sure the clergy are updated with any ideas you have to increase our outreach and pastoral care.

WISCONSIN RIVER DEANERY

Submitted by the Rev. Meredyth Albright, Dean

The Wisconsin River Deanery encompasses the congregations of St. Olaf's, Amherst; St. Ambrose, Antigo; St. Francis, Eagle River; Ascension, Merrill; St. Matthias, Minocqua; St. James, Mosinee; St. Augustine's Rhinelander; The Beloved Community of Intercession, Stevens Point; St. Mark's, Waupaca; St. John the Baptist, Wausau and St. John the Evangelist, Wisconsin Rapids.

The safety measures in place to reduce the spread of Covid have restricted group activity to this point. The clergy in deanery had met in-person each month until March. At that point we met via Zoom, initially monthly, then weekly for anyone who wanted to check in, and now back to monthly.

As we look forward, the clergy of the deanery are planning a recorded Thanksgiving service, that will be filmed in participating churches and available to all.

DIOCESAN OFFICE & PROPERTIES

Submitted by Matthew Payne, Diocesan Administrator.

The Diocesan Office supports the mission and ministry of the diocese through its bishop and congregations. It includes the Bishop; Matthew P. Payne, Lay Canon for Administration; Lisa Baltes, Administrative Assistant. It serves as an information hub for communication and canonical requirements. This may be done by answering questions by phone, email and letter from priests, deacons, wardens, or church members. One labor-intensive activity is coordinating diocesan events to help those leading to focus energy on the content of the event and not have to worry about the logistics. The extra time and effort in preparing for a virtual convention will hopefully result in a clear focus on the items of interest and not distracting technological difficulties.

The diocese owns and manages two properties which are fully insured under the diocesan insurance policy. The first is in Fond du Lac: Grafton Hall, located behind the Cathedral. It is fully 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 renter covers their expenses in addition to paying rent. The diocese is responsible for any capital needs, such as a new roof, and reserves funds each year for this eventuality. There is also a large section of open land that requires regular mowing during the growing season.

The second is in Tomahawk: the former St. Barnabas. The congregation closed in July 2019 and the facility is taken under diocesan management. The building is currently "mothballed" as the Trustees do homework to determine

possible uses of the property which may include sale. Almost all liturgical accoutrements have been removed from the building and donated to other congregations or St. Mary's Mission, a liturgical disposition ministry in Pennsylvania. The cash assets have been expended so now investment are being used to cover the expenses of maintaining the building.

DISCIPLINARY BOARD OF REVIEW

submitted by The Rev. Chris Arnold, President

The Disciplinary Board is one structure created by Canon to promote a fair and just system of ecclesiastical accountability and discipline within the church. Matters may be referred to the Disciplinary Board upon recommendation of the Intake Officer. The Disciplinary Board received no referrals since the last Convention and held no meetings or hearings.

Members: The Rev. Chris Arnold, Trinity, Oshkosh (President); the Rev. Meredyth Albright, St. Augustine's, Rhinelander, Anne Bullis, Holy Trinity, Waupun; Chris Eggert-Rosenthal, St. James, Manitowoc; the Rev. Dcn. Michael Hackbarth, Cathedral of St. Paul, Fond du Lac; the Rev. Dcn. Bruce McCallum, St. Mark's, Waupaca; Martina Mims, St. Thomas, Menasha.

ECUMENICAL JUDICATORY MEETINGS

Submitted by the Rt. Rev. Matthew Gunter, Bishop

The local leadership of the Judicatories (mid-level denominational structure) meet on a regular basis. During the pandemic, it has been meeting almost weekly via Zoom. This group includes the Bishop of the East Central Synod of the Evangelical Lutheran Church in America, the Superintendent of the Winnebago and Nicolet Districts of the United Methodist Church, the Executive Presbyter of the Winnebago Presbytery of the Presbyterian Church USA, the Associate Conference Minister of the Northeast Wisconsin Association of the United Church of Christ, the President of the Western Region of the Northern District of the Moravian Church, and the Bishop of the Diocese of Fond du Lac. The geographical areas covered by these judicatory leaders overlap. The purpose of meetings is for fellowship, support, and to plan joint programs. We often consult with each other in areas of common interest and look at ways we can better work together.

EDUCATION FOR MINISTRY (EFM)

Submitted by the Rev. Rodger Patience, Diocesan Coordinator

The Education for Ministry program (EfM) is preparation for the ministry to which all of us are called. It is that vocation for which we pray at the end of

the Holy Eucharist: “And now, Father, send us out to do the work you have given us to do, to love and serve you as faithful witnesses of Christ our Lord” (BCP 366). EfM began in 1975 at the School of Theology of the University of the South in Sewanee, Tennessee and is a four-year program of study and group reflection to support formation for ministry in daily life through the development of knowledge, attitude, skill, and identity as Christians.

There are many EfM groups in the diocese studying Old Testament, New Testament, Church History, and Theology and Interfaith Relations. No one who is interested in taking EfM is turned away because of financial hardship, so partial scholarships are provided to those in need by the diocese, the participant’s congregation, or both. Please consider donating to the Diocesan EfM Fund, diofdl.org/efm.

EUCCHARISTIC FESTIVAL

Submitted by the Rt. Rev. Matthew Gunter, Bishop

Since 1960 we have had the privilege of welcoming members and friends of our Diocesan Family to an annual Eucharistic Festival. In calling the members of the diocese together for the first “Rally” in 1960, Bishop Brady expressed his vision in these words: “I want this diocese to be united in its ... faith in the Presence of our Blessed Lord in the Bread and Wine of the Altar.” An endowment held in the Diocesan Common Trust provides support for hosting this annual event.

2020’s Festival continued to gather to worship the Lord in High Church fashion, just in a different mode. The service was recorded then livestreamed. Past presiding bishops, our own diocesan bishops and priests, and bishops and priests from the wider church have delivered the sermon at these annual celebrations. This year, the Rev. Mthr. Hilary of the Order of Julian of Norwich preached. Adoration and Benediction of the Blessed Sacrament followed the Celebration of the Holy Eucharist. The time ended with a time for the “Bishop’s Picnic” held via Zoom. The various digital sources reported that the service has been viewed live or recorded over 800 times and in a number of countries outside the U.S.

EXECUTIVE COUNCIL

Submitted by the Rev. James Biegler, Diocesan Secretary

The Council membership includes the officers of the diocese: The Bishop, the Treasurer, Anne Peterson, St. Thomas, Menasha, and the Secretary, the Rev. James Biegler, Retired; the Deans: the Rev. Meredyth Albright, Wisconsin River Deanery, St. Augustine’s, Rhinelander, the Rev. Glenn Kanestrom, Green

Bay Deanery, St. Paul's, Marinette, and the Rev. Ralph Osborne, Lake Winnebago Deanery, St. Thomas, Menasha; persons elected by Convention: the Rev. Dr. Erin Kirby, St. Matthias, Minocqua (recently left the diocese for a new position), the Rev. Meredyth Albright, St. Augustine's, Rhinelander, the Very Rev. Patrick Perkins, Cathedral of St. Paul, Fond du Lac, the Rev. Wilson Roane, Retired, Chris Shaw, St. Peter's, Ripon, Richard Ackley, Holy Apostles, Oneida, Steve Larson, Grace, Sheboygan, and Armida Zapien-Kimps, St. Anne's, De Pere; and persons appointed by the Bishop: Christopher Sampson, St. Anne's De Pere, Melanie Damask, St. James, Mosinee, the Rev. Bobbi Kraft, St. Paul's, Suamico, and the Rev. Christopher Arnold, Trinity, Oshkosh. The Council meets approximately every other month, either in-person or via teleconference/Zoom. Regular business includes reports from the Bishop, Diocesan Administrator, Youth Coordinator, and Treasurer; updates on clergy and congregations in the diocese; and oversight of the budget and finances of the diocese. Full detail of activities may be found in the official minutes maintained at the Diocesan Office and open for inspection by any member of the diocese.

FAITHFUL INNOVATIONS

Submitted by Cathy Cowling, team member

‘There is no going back. This may be the most difficult lesson for the aging leaders of established organizations and institutions, including congregations and denominations. Nonetheless, the first task of leadership is to paint an honest picture of the current reality. The current reality is so deeply changed that it challenges old ways of leadership and asks for quiet, purposeful courage.’ Gil Rendle, *Quietly Courageous: Leading the Church in a Changing World*, pg. 19

‘The current reality is so deeply changed that it challenges old ways of leadership and asks for quiet, purposeful courage.’ Little did we realize when 2020 began how much our current reality would change! Suddenly, all of life became an adaptive challenge.

Faithful Innovations is a process designed to help congregation members and leaders develop deeper connections with God, each other, and their neighbors through the introduction of practices of listening, discerning, experimenting, and reflecting. Its purpose is to encourage congregation members and leaders to “behave their way” into new thinking about what it means to be church in a changing world; to seek out where God is already at work in our midst and to join in God’s transforming work.

Through a series of three Saturday trainings in a nine-month cycle, members of each congregation's guiding team learn practices to listen to God in their local contexts through dwelling in scripture together, sharing faith stories, and noticing through fresh eyes where God might be at work in their neighborhoods. This deep listening invites discernment of the movement of God and the development of simple experiments to make connections. The final stage in the process is to reflect on what has been learned and to articulate new questions that begin the action reflection cycle again. As such, Faithful Innovations is not a program but spiritual practices that can affect all levels of congregational life and ministry.

In Fall 2019, while interested congregations recruited their teams, the training team took to heart the principles of the Faithful Innovations process and reflected on what it had learned through the first cycle of trainings with six congregations. We utilized these learnings to experiment with the overall design of the trainings, leading to a significant shift in how the series of three trainings would unfold. The first training in the new cycle was held on March 7; within two weeks, everyone was under the Safer at Home order. Whether they acknowledge it or not, all members of the Church are now on the Faithful Innovations team!

It is our hope that as we become more settled into the long haul of the pandemic, we will be able to reboot the Faithful Innovations training process, moving to an online process. Four congregations had participated in the March training: St. James, Manitowoc; St. Thomas, Menasha; St. Paul's, Plymouth; and St. Paul's, Suamico. While, sadly, their training cycle has been so significantly thrown off kilter, we know that at least several of them have continued to engage the Faithful Innovations process on their own. We look forward to hearing their stories when we gather next.

We also extend our gratitude to the coaches who had volunteered to journey with the congregations: Natalie Johnson, Heather McCombs, Stephanie Rogers, and Ellen Watson.

If your congregation is interested, please contact a member of the training team: Bishop Gunter, Cathy Cowling, or the Rev. Jane Johnson.

FINANCE COMMITTEE

Submitted by Anne Peterson, Diocesan Treasurer

Members of the Finance Committee are Mrs. Anne Peterson, Chair (Diocesan Treasurer, ex-officio), the Rt. Rev. Matthew Gunter (Bishop, ex-officio), Brock Brownrigg (Diocesan Assistant Treasurer, St. Peter's, Sheboygan Falls), the Rev. James Bigler (Canonically Resident), John Eggers

(St. Anne's, De Pere), Bill Metcalf (St. John the Evangelist, Wisconsin Rapids), The Rev. Patrick Twomey (Retired), The Rev. Canon Wilson Roane (Retired).

In almost all matters, the Finance Committee does not set diocesan policy or direction but makes recommendations about such policies based on due consideration of financial implications. The duties of the Finance Committee are:

- To receive financial reports from the Diocesan Office,
- Make an annual report to the Convention,
- Propose the budget for the diocese
- Set an asking level for pledges,
- Oversee the Diocesan and congregational audits and the Congregational Financial Review Team, approve non-CPA outside reviewers for congregational reviews,
- Consider and recommend a Minimum Clergy Compensation schedule,
- Recommend Finance Policies for congregations to be approved by the Executive Council
- Make a recommendation to the Committee on Certification of Lay Delegates regarding compliance of congregations completing their pledge and Financial Review, and filing their Parochial Report.
- Considers other items of financial consequence that may be requested of it by a committee, commission or entity of the diocese.

The year 2019 included the Bishop's Annual Appeal. You were generous in giving over \$56,000 for vital congregations, a successful Revival and a training center in our companion Diocese of Masvingo. What a blessing to receive more than twice the goal of that initial appeal! The diocesan budget ended with a deficit which was covered by operating reserves.

The year 2020 has been a year like none-other. With the onset of the Covid pandemic early in the year, we began to look for ways to help support congregations. The CARES Act included the Paycheck Protection Program (PPP) which offered forgivable loans to help support the expenses of having employees. We provided information and encouraged congregations to apply for these loans. The diocese and a few congregations have received PPP loans. The PPP loan to the diocese was used for salaries and will result in a surplus and thus an increase in operational reserves. We switched the focus of the Bishop's Annual Appeal to ask diocesan members to give to their congregation beyond their normal giving, to give to the United Thank Offering (UTO), and to pray. Finances for the diocese have remained steady throughout the past six months and we appreciate your faithfulness in giving to your congregation and thus to the diocese. The pandemic has not ended and some churches are feeling the stress and strain of this continuing crisis. The Finance Committee has

checked in twice with congregations to see how they are doing. Most of them are doing well or holding their own, a few are struggling.

Bishop Godfrey Tawonezvi, Bishop of the Diocese of Masvingo, reached out to Bishop Matthew Gunter because his diocese was “struggling financially under the current circumstances of economic meltdown in their country coupled with the Covid pandemic.” The members of the Diocese of Fond du Lac responded with great generosity. We have sent about \$20,000 with plans to send more at the end of October.

The diocese manages about 40 non-operating funds which amount to about \$300,000. We have around 2.4 million in investments, some of which support the operating budget.

The audit of 2019 diocesan finances by Erickson & Associates, S.C. has been completed and was positive.

The proposed 2021 Diocesan Budget was built around the vision of building strong congregations that bear witness to God’s mercy and delight. Pledges from congregations account for 74% of the diocesan budget and endowments account for 11%. The other 15% comes from other sources. Although the Finance Committee is presenting a deficit budget, there are reserves from 2020 to cover the deficit. The 2021 budget as it is presented to the Convention includes a 12% asking, a cost of living adjustment for staff of 1.5%, and a 6-7% increase in health insurance. The Bishop will be committing 1/3 of his time to the Diocese of Eau Claire and they will be reimbursing us for his time. The Administrative Assistant will increase to ¾ time and will be provided with health insurance per diocesan policy.

The Minimum Clergy Compensation Schedule base was increased by 1.5% for 2020 and the 2021 schedule will be approved in November 2020.

I want to thank the Committee for all their hard work this past year and for the faithful stewardship of all who contribute to the diocese. May God continue to bless us with the grace and resources to continue to be His servants and to be examples of God’s mercy and delight in the world.

HISTORIOGRAPHER

Submitted by Matthew P. Payne, Historiographer

The Historiographer is appointed by the bishop with the duty to assure significant diocesan activities are documented from the past year, especially noting the role of the people in those activities. This documentation will allow future historians to chronicle the life of the diocese. The methodology used to perform this duty has become more active than passive in the digital age. In the not too distant past, the diocesan paper served as general chronicler of diocesan

activities and was supplemented by a variety of official and unofficial records. These had to be collected and stored. In the present, multiple streams of information serve that purpose. These include the diocesan paper, electronic newsletters, and websites. Digital sources require more effort to assure access for future historians both in terms of quantity and quality. There is no guarantee that digital files of today will be readable in the future so the Historiographer commits time to reducing the most important digital information to a paper format for placement in the archives.

In addition to documentation activities, the Historiographer has been tasked to serve as managing editor of the history of the diocese. An “update” of the history from 1875-1925 was begun by the Aging Commission in the 1990’s. The bishop has tasked the Historiographer with completing this task to cover the history through 2013. Using the work of the Commission, the Historiographer plans to complete a volume from 1925-1980 (Bishops Weller, Sturtevant and Brady) in 2019 and a volume from 1980-2013 (Bishops Stevens and Jacobus) in 2020 or 2021.

INTAKE OFFICER

Submitted by the Rev. Ralph Osborne, Intake Officer

“Title IV” is a discernment process designed to help this part of Christ’s body, the Episcopal Church, address serious misconduct by its ordained leaders.” The process of Title IV is designed to be a series of conversations, upheld by prayer and placing our faith in our Triune God. The role of the Intake Officer is to hear any complaints to determine whether or not the facts presented, if any were true, would constitute an “Offense” under the Canons. The process seeks to enact values that include repentance, forgiveness, healing, amendment of life and reconciliation.

It is important to remember that the church works toward accountability and safety. All of our membership can work together to make our churches as safe as possible. Do your safe church training. Practice good boundaries. Pray for the church.

MOSAIC TASK FORCE

Submitted by Martina Mims, Co-Chair

OUR MISSION: The Mosaic Task Force is charged with helping the diocese become more hospitable in an increasingly diverse world and to become more aware of the presence of structural and institutional racism within the Church.

OUR VISION: Church and Community where 1) white privilege is openly acknowledged; 2) an anti-racist identity is intentionally adopted; 3) racial and cultural inclusiveness is actively pursued; so that congregations and church institutions are continually challenged to become the beloved community of mutuality, justice, and compassion which we are called to be in Christ Jesus.

Members: the Rev. Christopher Wilkerson Co-Chair, All Saints, Appleton; Martina Mims Co-Chair, St Thomas, Menasha; the Rev John Ambelang, LTO Diocese of Eau Claire; The Rev. Dcn. Brien Beck, Blessed Sacrament, Green Bay; the Rev. Susan Burman, Holy Trinity, Waupun.

Past Activities: 2019, hosted an ecumenical viewing of Traces of the Trade led by filmmaker Katrina Browne . Katrina also serves on the Episcopal Church's Beloved Community developers and engaged in small group work using their resources. In 2020 the Task Force is re-orienting its work with the departure of one of the co-chairs. diofdl.org/mosaicft

ORDER OF JULIAN OF NORWICH

Submitted by the Rev. Hilary Crupi OJN, Guardian of the Order

The Order of Julian of Norwich is a contemplative religious Order of the Episcopal Church, comprised of monks and nuns, Oblates and Associates. The monks and nuns of the Order live the monastic life together under the vows of stability, conversion of life, and obedience, 'in the spirit of St. Julian of Norwich'.

Life in community is grounded in the prayers of the Eucharist and four-fold Daily (BCP) Office, and, in the tradition of Benedictine/Cistercian monastic life includes times of study and work, solitude and recreation. The practice of enclosure (staying within the monastery grounds unless it is necessary to go out) allows the solitude and liberty to live as deeply as possible into the life of prayer and friendship with God.

Serving God in one another, in guests and before God's altar, the monks and nuns are committed to prayer, intercession, and conversion of life, growing up into Jesus Christ through life in common. All services are public and guests are welcome, especially on Thursday evenings when the Holy Eucharist is celebrated at 5:30 PM. An ADA-compliant guest and retreat space is available for day or overnight guests, and there is no set fee for making a retreat. Spiritual direction and sacramental reconciliation are available. For further information about the Order, affiliation with it, or about making a private retreat, see www.orderofjulian.org, or write to the monastery c/o the Guardian: Our Lady of the Northwoods Monastery, W704 Alft Rd, White Lake, WI 54491.

Community wares: soap, wooden prayer benches, rosaries, bread, and original icons. orderofjulian.org.

PROVINCE V

Submitted by David Annis, Executive Board Representative to Province V

The Province of the Midwest (Province V) is an association of dioceses in the Midwest working to advance the Church mission through regular consultation, mutual support, formation and development, and sharing in the governance of the Episcopal Church. One of nine geographical provinces, Province V covers Illinois, Indiana, Michigan, Missouri (eastern), Ohio and Wisconsin, within which are 14 dioceses, home to over 130,000 lay persons and clergy, and 739 congregations. The programs of the province are funded by an assessment from each diocese.

The representatives from the dioceses and officers have a Zoom meeting on the 4th Friday of each month. We also have a face to face meeting in the first week of February. President of the Executive Board is Bishop Mark Hollingsworth, the Vice-President is Jane Cisluycis who is also our Province V Lay Executive Council Representative. Jane will have served two terms on the Episcopal Church's Executive Council, so her term will end at the end of the next General Convention. In October 2020, Executive Council will decide when the 80th General Convention will be held.

Province V will have a virtual synod meeting on May 1, 2021, with The President of the House of Deputies, the Rev. Gay Jennings, as the keynote speaker. When the Executive Council of the Episcopal Church determines the dates of the next General Convention, we will set the date for the Electing Synod for the Lay Executive Council position and the other Province V officers.

Province V and the Diocese of Fond du Lac are sponsoring the Leadership Coaching Project with the Rev. Michael Newago from Havana participating. The initial training is from September – November 2020. Contact the Diocesan office for more information.

Province V supports the following networks (contact information at provincev.org > Networks).

- Prison / Jail Ministry
- Leadership in Parishes without Clergy
- Recovery Ministries
- Suicide Prevention Ministries
- Refugee Ministry
- Public Theology Matters
- Creation Care– Working toward developing a “curriculum” that addresses eco-justice.

- Ministry in Resort Communities– representatives from Province VII and VIII are involved
- Dismantling Racism, Becoming Beloved Community sub-group
- Episcopal Church Women
- Youth
- Campus Ministry / Young Adult

Scholarships are provided through the Province V Executive Board for the purpose to enhance networking between the fourteen dioceses of Province V of the Episcopal Church. The Executive Board has made available \$5,000 to be given to individuals attending events in other dioceses over the course of 2020. Scholarships are available up to \$500, and may be used for conference fees, training fees or travel expenses.

A newsletter is sent out on the first of each month. Go to provincev.org; at the very bottom is a button you can click on to sign up for the newsletter.

Please contact me for more information about the Province V Executive Council at david.annis@gmail.com. Further information provincev.org.

REVIVAL

Submitted by the Rev. Ralph Osborne

It's been a year since the Way of Love Revival! In the months leading up to our revival on October 26, 2019, many servants in our diocese put in hours upon hours of work to get ready. The Set Up team was led by Anne Peterson. The Program committee was led by Aran Walter. The Support team was led by Harry Rice and Diane Petrovic-Rice. The Advertising committee was led by Mark and Barb Zimmerman. Matthew and Lisa from the Diocesan office gave logistic support. Patrick Perkins and Ralph Osborne were the Design Team Coordinators. On the day of the revival, there were more than 120 volunteers! Many of them had been working on the various teams for months.

There were many goals for the revival and our diocese worked on them in various conversations. Of our many hopes and dreams, we sought to bring increased life and energy to our churches and to introduce our churches to the greater community.

The day of the revival was powerful, with great music and powerful sermons by Bob Lenz and Bishop Curry. Many relationships were built in our process of bringing the revival to our Diocese and they continue today. My hope is that the power of the revival is part of what has been holding our churches together in the second half of our church year. Increased life has brought increased strength and hope.

REGISTRAR

The Registrar maintains the official canonical register of clerical members of the diocese. Since the last Annual Convention, the following have been recorded:

<u>Ordinations to the Diaconate</u>	Lisa Marie Ueda (25 Jan 2020) Nicole Misoni Beeck, (18 July 2020)
<u>Ordinations to the Priesthood</u>	None
<u>Letters Dimissory received</u>	William Lawrence Bulson, priest, from Diocese of Japan (30 Jan 2020) James Marshall Adams, Jr., bishop, from Diocese of Central Florida (9 Jan 2020)
<u>Letters Dimissory sent</u>	Ian Montgomery, priest, to Diocese of Vermont (9 Dec 2019) Karl Christian Schaffenburg, priest, to Diocese of Mississippi (4 Nov 2019) Erin C. Kirby, priest, to Diocese of North Carolina (21 July 2020)
<u>Deaths of Clergy, Canonically Resident</u>	John Theodore Splinter (25 October 2019)
<u>Deaths of Clergy, Previously Canonically Resident</u>	Malcolm A. Hughes (6 April 2020)
<u>Deaths of Religious</u>	None
<u>Removal from Ministry</u>	None

SISTERHOOD OF THE HOLY NATIVITY (SHN)

The Sisterhood of the Holy Nativity is a women's religious order of the Episcopal Church with special dedication is to the Incarnation of Jesus. The Sisters live in community and observe daily monastic offices as well as regular celebration of the Holy Eucharist. The Sisters are reflecting on the future of the order as their members continue to age and face health issues. This is done in consultation with Bishop Gunter who is their Episcopal Visitor, along with a committee of other supporters.

STANDING COMMITTEE

Submitted by the Rev. Diane Murray, President

The duties of the Standing Committee consist of being Council of Advice to the Bishop, dealing with requests from other dioceses for consents in Episcopal elections, and various other matters dealing with property

encumbrances and sales in conjunction with the Trustees and Executive Council.

Members: The Rev. Diane Murray, *President*, St. James, Manitowoc; the Rev. Chris Arnold, Trinity, Oshkosh; Martina Mims, St. Thomas, Menasha; the Rev. Canon Wilson Roane, Retired; Stephanie Rogers, Trinity, Oshkosh; Margaret Sampey, St. James, Mosinee; the Ven Dr. Edwin Smith, Retired; Sarah Gilbert, All Saints, Appleton.

TRANSITION MINISTRY OFFICER

Submitted by the Rev. Meredyth Albright, Transition Ministry Officer

The Transition Ministry Officer is responsible for helping congregations in transition to the next priest. This process can include assisting the congregation in assessing itself and determine the type of priest it needs for the future, as well as in the details of the actual search process.

In the past year, a search process was completed for St. Anne's, De Pere where Fr. Tyler Richards has been called to serve.

Grace Episcopal, Sheboygan is nearing the end of its search process and is in the interview phase of candidates.

St. Mark's, Waupaca, is at the beginning of its process.

St. Matthias, Minocqua has recently called Bishop James Jelinek as its interim, and is at the beginning of its transition process.

TREASURER

Submitted by Anne Peterson, Diocesan Treasurer

The Treasurer is an officer of the diocese, elected annually. The Treasurer keeps the financial records, ensures income is received and bills are paid, has charge of all deeds, papers and securities entrusted to the diocese, makes regular reports to the Executive Council, Finance Committee and Trustees, has the power to borrow and make payments as authorized by the annual budget and helps build the budget each year. The Treasurer chairs the Finance Committee (3-4 meetings/year) and the Investment Committee (when they meet), serves on the Executive Council (ex-officio, 6-12 meetings or Zoom meetings/year- number determined by need) and the Trustees (ex-officio with no vote; 6 or so meetings/year depending on need). All financial records are in order for 2019-2020, income has been received and deposited, bills are paid. The diocese has a Paycheck Protection loan which we expect will be forgiven, and regular reports have been made to the Executive Council, Finance Committee and Trustees. The 2019 audit of financial records was completed and the report was positive.

TRUSTEES

The Rev. John Throop, Secretary

Members: The Rt. Rev. Matthew Gunter, Chair; the Rev. Dcn. Nancy Behm; Richard G'Sell, Andrew Jicha; Pat Pfeifer; Anne Peterson (Diocesan Treasurer), Harry Rice; the Rev. Amanda Sampey; Julie Stanbauer, the Rev. John Throop (Secretary); Michele Trumm.

Since the 2019, the Trustees have continued to strive for excellent stewardship of diocesan resources to oversee the capital needs and decisions of congregations in the diocese. The Trustees have met regularly to consider loan requests and property transactions. Trustees also review fund investment performance involving the diocesan Common Trust and long-term investment funds belonging to the diocese. Trustees considered options involving a portion of funds to follow Social Responsibility guidelines of the national Church. Congregations have been faithful in meeting loan payment terms currently on record. During the past year, the Trustees have approved • disposition of liturgical items and other property and property protection of the former St. Barnabas facility in Tomahawk, • transfer of property from the Grace Walsingham Foundation to Grace, Sheboygan, • Sale of property adjacent to St. Anne's, De Pere from potential church use to commercial property development, • loan of \$84,000.00 for needed repairs at St. James, Manitowoc, • loan in the amount of \$65,000.00 to the Cathedral of St. Paul, Fond du Lac for building repairs.

UNITED THANK OFFERING (UTO)

Submitted by: Cheryl Dobrzynski, Diocesan UTO Coordinator

United Thank Offering (UTO) is a ministry of the Episcopal Church for the mission of the whole church. Through UTO, men, women and children nurture the habit of giving daily thanks to God. These prayers of thanksgiving start when we recognize and name our many daily blessings.

Those who participate discover thankfulness leads to generosity. UTO is entrusted to promote thank offerings, to receive the offerings, and to distribute them to support mission and ministry throughout the Episcopal Church and in Provinces of the Anglican Communion in the developing world.

Congregations of the Diocese of Fond du Lac are invited to hold a Spring and Fall Ingathering for the United Thank Offering. Spring Ingathering may be the Sunday following Ascension Day, and Fall Ingathering may be the Sunday closest to All Saints Day. Ingathering receipts are sent to the Diocesan Office which records the amount received from each congregation and forwards it to the UTO National Office.

This year our Ingatherings have had to look a little different than in years past, but that has not stopped the people of the Diocese of Fond du Lac from sharing their blessings. Bishop Matt also included UTO as part of his Annual Appeal. So far this year we have had 38 transactions that total \$12,524.73! That number represents 21 congregations, which breaks down as 13 congregational gifts, and 25 individual gifts. THANK YOU SO MUCH! The people of the Diocese of Fond du Lac are certainly, as Bishop Matt says, “people of mercy and delight”.

Want to know more about how you can incorporate UTO into your congregational life? Contact the Diocesan UTO Coordinator, Cheryl Dobrzynski at cheryldob@gmail.com for ideas and how to obtain materials, or to schedule a visit. Discover more about the United Thank Offering at episcopalchurch.org/uto.

WISCONSIN COUNCIL OF CHURCHES (WCC)

The Diocese of Fond du Lac is a regular member of the Wisconsin Council of Churches. The Council meets annually in December. The judicatory leaders of the various denominations meet in retreat following the Council meeting. The Board of the WCC oversees the work of several program commissions. The WCC advocates for common issues in a number of ways and sponsors a variety of events. wichurches.org

YOUTH MINISTRY

Submitted by Erin Wolf, Diocesan Youth Ministry Coordinator

2019-2020 Youth Events in the Diocese of Fond du Lac:

Fall Lock-In 2019 took place at All Saints, Appleton, under the direction of Bekah Scolare (Suamico), Fr. Aran Walter (Menasha), Erin Wolf (Appleton), and other adult volunteers from around the diocese. Roughly 50 students and adult leaders from Dio FDL and beyond attended, and the Lock-In Community briefly hosted special guests Presiding Bishop Michael Curry, Dcn. Geof Smith, and Ms. Jerusalem Greer. The guests joined students for singing, which was followed by a Q&A and pictures with Bishop Curry, including a “Best Seat in Church” photo for social media. Following this, Lock-In participants joined The Way of Love Revival with the Presiding Bishop and finished their time together with more worship, discussion, and Eucharist at All Saints, Appleton.

The 2020 Fall Lock-In will be deconstructed due to Covid, and the alternative activities will be a “Virtual Camp Fire Jam” and time for prayer on Friday, Oct. 16, 2020 from 7:00-8:30pm on the diocesan YouTube account. Students around the diocese have also been invited to participate by creating

videos singing their favorite camp songs to send in to be included into the “Virtual Camp Fire Jam”. An in-person gathering has been postponed until a later date TBD.

Happening has been put on hiatus for the time being due to a variety of reasons. Leading up to the decision, however, there had been a growing concern that student leaders were struggling to meet the demands of the weekend on top of their day-to-day, school, and extra-curricular responsibilities. As such, Happening #75 leadership (Julie Spanbauer, Menasha; Nick Whitford, Sheboygan; Cece Schertz, Menasha; Emma Armstrong, Oshkosh, Erin Wolf), with support from the Bishop and diocesan staff, felt it would be appropriate to offer instead a Christ-centered wellness retreat for grades 9-12 in January 2021. The hope is that the weekend will provide students an opportunity to join peers in learning meditative prayer practices, to help promote and teach healthy coping mechanisms when dealing with stress, and to encourage self-care.

Tentative dates for the Wellness Retreat are January 8-9, 2021. This event may be postponed due to Covid restrictions, or parts of the experience may be offered virtually.

Province V Youth Event (PYE) held in Feb. 28-Mar 1, 2020 at Bellwether Farm in the Diocese of Ohio. The weekend was open to those in grades 9-12 and focused on building inter-diocesan & provincial level connections among students. The FDL delegation included students Mallory Retzlaff (Appleton) and Abrehm Van Wie (Merrill). Adult leaders were Brad Retzlaff (Appleton) and Erin Wolf. PYE 2021 dates have not yet been discussed due to Covid. Due to the pandemic, we were unable to offer Summer Camp in-person and instead offered the at-home experience, “Dio FDL Summer Camp @ Home 2020”. Camp @ Home included a wide range of opportunities for campers and families to connect with FDL Summer Camp both virtually and at-home. This year focused on learning about and finding our common ground as Christians and Episcopalians through the Sacraments of Baptism and Eucharist.

We had over 40 people support Camp @ Home in some fashion or another. Both current and former campers & staffers came together to create online content with videos for music, crafts, cooking, tie dye, prayer, learning, and so forth. We had generous donors assemble craft packets, give prayer books for Junior Campers, create fun camp mail, help cover postage costs, and more with the camp mail that went out to campers of all ages. New campers and returning campers joined in the fun as well, and while we aren’t sure how many total campers actually participated, we know we sent out 30+ pieces of camp mail both within and outside of the diocese and state! We learned after camp that many more campers joined in and participated solely with online activities after

the official camp dates had passed. Visit diofdl.org/camp or the [Diocesan YouTube account](#) to see Camp @ Home for yourself!

Looking ahead to 2021, we are of course hoping to hold camp in-person again at Camp Lakotah in Wautoma, WI. We are currently still in conversations about potential dates in June, and if we are indeed able to gather together on-site, we will be extending a special invitation to the high school class of 2020 to return to Senior Camp to honor the year that they lost. We will intentionally include staff members that work in campus and young adult ministries to support those campers.

Camp @ Home 2020 Leadership

Senior Camp: Bekah Scolare, Fr. Aran Walter, Mthr. Jane Johnson (Stevens Point) || Middler Camp: Brad Retzlaff, Roberta Karstetter (Dio Milwaukee), Mthr. Bobbi Kraft (Suamico) || Junior Camp: Ashli Mims (Menasha), Stephanie Rogers (non-diocesan), Ven. Ed Smith (canonically resident) || Kinder Camp: Amy Heimerl (Merrill), Carol Jegen (Appleton), Amma Diane Murray (Manitowoc), Jen Watson (De Pere) || Camp Director: Erin Wolf

Episcopal Youth Event 2020 was cancelled due to Covid, and at this time, it has been announced that an online experience called EYE^x will be offered in 2021. Details to come.

FINANCIAL REPORTS

For the year ending December 31st, 2019. Independent Auditors Report of Erickson and Associates on file.

Budget Summary	
INCOME	
Pledges from Congregations	456,267
Investment Income	88,065
Other Income	44,445
TOTAL	588,777
EXPENSE	
Vital Congregations	22,071
Prayer and Worship	36,465
Missionary Church	118,214
Canonical and Governance*	422,089
TOTAL	598,839
Operating Deficit	(10,062)
<i>Deficit funded from Operating Fund</i>	
<i>*These expenses are grouped for accounting purposes. In terms of program purposes they could be divided among the other expense categories.</i>	

Funds Summary	Cash	Invested
Operating Funds	12,667	1,734,290
Non-Operating & Designated Funds		
Altar Guild	901	
Archives	200	
Bishop's Discretionary Fund	9,419	
Cemetery Care	(50)	
Church Development	1,296	
Companion Diocese	8,630	
Congregational Vitality	33,383	
Convention	396	
Deacons School	4,853	
Diocesan Initiatives	23,700	
Education for Ministry	515	
Grafton Commemoration	419	
Green Bay Area Ministry	0	105,005
Happening	3,572	
Tomahawk Holding	1,311	10,450
Youth Work	1,451	44,384
Reserve Funds		
Fond du Lac Property	16,369	
General Convention	7,709	
History Publication	3,530	
Lambeth	125	
Outreach	4,393	
Sabbatical	6,688	
Succession	25,225	
Restricted Funds		
Amann Continuing Education	1,682	56,175
Butler Seminarian Support	385	12,844
Diocesan Organ	199	12,842
Eucharistic Festival	353	21,332
Fey Seminarian Support	4,141	136,341
LI Grant	47,330	
Stevens Mission	1,807	57,919
Zimmer Seminarian Support	430	11,751
Loan Funds (Administered by Trustees)		
Capital Discretionary	452	145,293
Roddis Revolving Loan	29,730	85,241
Loans Receivable (Administered by Trustees)		
Capital Discretionary	7,516	
Roddis Revolving Loan	62,000	
TOTAL	322,727	2,433,867

COMMON TRUST FUND

The Diocesan Common Trust Fund (DCT) is a diversified investment portfolio managed by Graystone Consulting of Morgan Stanley. It is designed to provide income and maintain purchasing power of principal. The DCT allows congregations to invest any amount of monies for their benefit. The end of 2019 market value was \$7,425,028 (\$4,904,359 in congregational investments and \$2,520,669 in diocesan investments). 29 congregations or entities hold investments in the DCT.

The Trustees oversee and provide guidance to Graystone Consulting who provide investment expertise. Target allocations are provided for equity, fixed income and alternative assets with actual weighting at the discretion of the Advisor based on the outlook for investment returns. The conservative portfolio attempts to provide the best return with the least risk. As summarized by one Trustee, “We try to have our lows not be as low as others, which also means our highs may not be as high as others.” This approach has consistently allowed for a regular distribution of 1% of the market value of each fund each quarter while maintaining the purchasing power of the asset vs. inflation.

A fixed distribution of up to 5% of the market value is allowed with participants determining their level of distribution.

Participation is open to all congregations and organizations affiliated with the Diocese of Fond du Lac. Individuals may not invest but may contribute to congregational or organizational participants. Contact the Diocesan Office for more details.

The allocation of investments as of the end of June 2020 is 55.0% equity, 35.5% fixed income and 9.5% alternative assets and cash.

Participant Investments in the Diocesan Common Trust 12/31/2019

Ending Market Value with Accruals	
Algoma, St. Agnes (7 Accounts)	215,106
Amherst, St. Olaf (2 Accounts)	14,281
Antigo, St. Ambrose (3 Accounts)	14,378
Appleton, All Saints (10 Accounts)	893,533
De Pere, St. Anne (1 Account)	93,533
Eagle River, St. Francis (1 Account)	37,888
Fond du Lac, St. Paul Cathedral (2 Accounts)	625,535
Gardner, Precious Blood (2 Accounts)	3,786
Green Bay, Blessed Sacrament (2 Accounts)	79,595
Manitowoc, St. James (1 Account)	323,629
Minocqua, St. Matthias (6 Accounts)	413,456
New London, St. John (1 Account)	10,149
Oneida, Holy Apostles (3 Accounts)	518,668
Rhineland, St. Augustine (6 Accounts)	48,086
Ripon, St. Peter (4 Accounts)	126,998
Shawano, St. John (2 Accounts)	37,384
Sheboygan Falls, St. Peter (5 Accounts)	590,070
Sisterhood Of Holy Nativity (1 Account)	106,834
Stevens Point, Intercession (3 Accounts)	305,151
Sturgeon Bay & Jacksonport, Christ The King Holy Nativity (2 Accounts)	23,474
Suamico, St. Paul (6 Accounts)	9,415
Waupun, Holy Trinity (4 Accounts)	110,846
Wisconsin Rapids, St. John (1 Accounts)	10,868

PAROCHIAL REPORT DATA

Every year Episcopal congregations complete a two-page Parochial Report. By comparing previous years, one may consider the effectiveness of reaching out to others as reflected in trends of average Sunday attendance, number of receptions, etc...; consider how a congregation is doing in terms of financial giving as reflected in trends of total giving, average per giving unit, etc..., and; consider how a congregation is doing in terms of outreach as reflected in gifts received for outreach and mission, or transmitted to others.

Parochial Report information is used to calculate the Asking for the pledge to the diocese, to provide an external control for accountability for treasurers and to determine the number of lay delegates to the Convention.

2019 Diocese of Fond du Lac Vital Statistics

City	Active Members	Communicants In Good Standing	Others in Congregation	Average Sunday Attendance	Sunday Eucharists	Marriages	Burials	Baptisms	Confirmed or Received
Algoma	19	19	10	12	50	0	2	0	0
Amherst	28	26	7	14	36	0	0	0	0
Antigo	13	2	0	8	28	0	0	0	0
Appleton	226	184	30	89	104	0	2	2	1
De Pere	218	160	18	95	83	1	6	2	4
Eagle River	14	14	6	13	50	0	1	0	0
Fish Creek	0	0	0	80	29	1	3	4	0
Fond du Lac	172	107	11	56	58	2	2	1	0
Gardner	12	12	6	8	48	0	0	0	0
Green Bay	135	77	0	35	51	0	4	0	1
Manitowoc	98	96	10	51	54	2	1	2	0
Marinette	93	70	0	40	51	0	4	2	0
Menasha	853	773	40	148	110	3	9	6	1
Merrill	52	52	0	19	23	0	2	0	1
Minocqua	178	160	20	58	88	0	4	0	0
Mosinee	46	41	0	15	45	1	1	2	4
New London	57	36	0	35	50	0	0	0	0
Oneida	288	95	2	40	51	1	24	4	0
Oshkosh	147	145	15	58	88	1	10	2	0
Plymouth	95	95	9	42	52	0	1	1	1
Rhineland	80	79	10	37	53	0	3	0	2
Ripon	52	52	15	29	101	0	0	1	5
Shawano	27	24	1	14	44	0	0	0	0
Sheboygan	192	182	21	107	161	0	3	4	3
Sheboygan Falls	102	75	3	36	132	0	1	0	2
Sister Bay	101	99	53	63	60	0	1	3	0
Stevens Point	114	95	9	91	73	0	3	1	0
Sturgeon Bay	47	47	0	40	106	1	0	0	19
Suamico	52	46	0	26	45	0	2	0	2
Waupaca	110	110	4	54	54	0	4	3	0
Waupun	44	44	1	14	47	0	4	0	1
Wausau	177	116	4	54	71	1	6	0	0
Wisconsin Rapids	52	52	12	37	50	1	6	0	0
TOTALS	3,894	3,185	317	1,518	2,146	15	109	40	47

2019 Diocese of Fond du Lac Financial Information

City	Plate & Pledge	Operating Revenue	Total Revenue	Operating Expense	Total Expense	Cash	Investments
Algoma	53,907	60,822	61,094	48,051	56,586	17,461	215,706
Amherst	26,325	26,325	40,531	23,030	36,861	96,911	49,597
Antigo	15,937	18,013	25,013	21,024	31,328	93,550	14,378
Appleton	236,793	249,599	292,316	236,790	242,033	144,316	893,533
De Pere	260,055	302,119	380,699	232,574	269,543	84,416	713,154
Eagle River	22,899	24,844	26,515	25,621	27,292	16,771	48,379
Fish Creek	50,973	72,230	593,876	59,263	91,404	73,243	874,508
Fond du Lac	87,854	216,214	270,267	281,210	365,660	31,510	1,400,486
Gardner	4,692	8,484	8,484	8,803	8,803	34,783	0
Green Bay	58,526	58,526	68,201	58,288	60,177	52,749	79,605
Manitowoc	107,319	107,829	134,281	104,588	129,753	73,525	323,630
Marinette	0	0	0	0	0	0	0
Menasha	489,754	566,674	1,041,134	560,605	784,377	595,236	2,623,312
Merrill	21,167	22,967	29,413	20,876	41,296	22,574	0
Minocqua	132,160	168,017	612,539	178,564	655,991	296,356	413,486
Mosinee	14,377	22,177	26,204	24,262	28,125	14,336	94
New London	58,658	58,658	138,893	58,835	145,663	53,015	10,149
Oneida	72,325	109,636	113,882	128,664	132,888	25,323	518,667
Oshkosh	205,927	228,902	246,715	224,731	282,478	16,239	1,981,777
Plymouth	74,985	81,731	93,785	68,955	90,629	76,759	0
Rhineland	46,253	155,216	161,816	171,441	176,412	26,544	1,805,078
Ripon / Wautoma	51,140	106,548	136,571	136,820	173,874	83,891	656,520
Shawano	25,646	30,950	37,458	26,398	76,139	52,761	37,384
Sheboygan / Elkhart Lake	316,602	402,313	449,774	399,360	442,702	76,462	0
Sheboygan Falls	112,897	140,884	145,163	181,583	185,747	46,125	590,070
Sister Bay	127,754	139,886	148,688	119,858	141,242	110,911	308,984
Stevens Point	95,525	121,252	121,252	141,528	154,377	23,255	417,727
Sturgeon Bay/Jacksonport	97,653	97,899	98,288	100,731	102,004	153,222	19,720
Suamico	35,836	110,667	110,667	113,374	113,374	10,609	9,415
Waupaca	156,770	156,767	161,040	164,937	170,225	7,607	0
Waupun	17,877	61,859	71,982	68,481	68,604	88,075	158,259
Wausau	145,424	147,441	225,447	219,358	511,978	135,362	1,403,591
Wisconsin Rapids	73,654	77,504	117,687	76,557	96,431	89,260	456,874
TOTALS	3,297,664	4,152,953	6,189,675	4,285,160	5,893,996	2,723,157	16,024,083