



Diocese of Fond du Lac

The Episcopal Church in northeast Wisconsin

ADVANCE REPORTS 2018

*Summaries of ministries of the Diocese of Fond du Lac
for the period from
September 1st, 2017 – August 31st, 2018*

Prepared for the
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Fond du Lac, Wisconsin

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ABOUT THE ADVANCE REPORTS

The Advance Reports are a digest of mission and ministry at the diocesan level. They are meant to inform delegates and others about diocesan ministries. There may be ministry areas where no description was received, or no formal description is provided. They do not include mission and ministry that is primarily local, whose report is typically made to a congregation's Annual Meeting. These reports, together with the Journal of the Convention, provide a historical document of activity but are only part of the story.

ABOUT THE DIOCESE

What is now the Diocese of Fond du Lac originally was part of the Episcopal Church Missionary District of the Northwest. This district became part of the Missionary District of Wisconsin which became the Diocese of Wisconsin in 1847. The Diocese of Fond du Lac, erected from the Diocese of Wisconsin in 1875, was geographically larger than it currently is. In 1928, the current configuration of the 27 counties of northeast Wisconsin was formed when the Diocese of Eau Claire was erected.

The Parochial Report of 2017 reports the Diocese of Fond du Lac has 4,833 baptized members. These members worship in 37 locations across northeast Wisconsin. The Average Sunday Attendance was 1,705. The official records of the diocese reflect that as of 1 September 2018, there were 90 clergy who are canonically resident (2 bishops, 67 priests and 21 deacons). Of these, 38 were parochial, 52 were non-parochial; 48 were active, 42 were retired. About half of the communities with Episcopal churches are cities and about half are villages and towns with a few rural communities. Membership of congregations tend to reflect the demographics of the communities they are in. The worship heritage is one of Anglo-Catholicism with contemporary worship styles across the diocese being diverse.

ABOUT THE VISION

Bishop Matt Gunter, members of the Executive Council, Standing Committee, and Trustees along with clergy, lay leaders and staff of the diocese have a vision for the diocese, meaning what do we see the diocese as being or becoming: **be a people of God's mercy and delight through vital congregations, prayer and worship and missionary church.** This statement guides future planning and efforts of the diocese.

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ABUSE PREVENTION TASK FORCE

Submitted by Matthew Payne, Member.

The diocese attempts to create a safer church by encouraging all church members to complete online courses for abuse prevention. Such opportunities for the prevention of the abuse of children and sexual harassment or exploitation of adults in church settings has been offered for over two decades. Courses are offered through SafeGuarding Online™, a web-based program provided by Church Insurance. It presents written information, video and audio to reach all learning types. Courses include refreshers for those who previously completed courses and specific events (such as Vacation Bible School). Special courses are available for those in a supervisory capacity. A course on elder abuse recognition and a course on social media broadens the reach of the program.

Since online course inception in 2008 a total of 2,923 courses have been completed by 603 users. We can still do better meeting the goal of every person in church leadership complete courses. Reminders and encouragement abound including notices each quarter in the diocesan ‘Scattering Seeds’. Twice each year, every congregation receives a printed report of who from their congregation has completed which courses. Verbal reminders for course completion are made by staff and volunteers to clergy and lay leaders at diocesan workshops, events and phone conversations.

A new Model Policies document has been produced to be considered for implementation. The Task Force will review to recommend revision and updating of policies and procedures.

Enrollment is automated at diofdl.org/prevention. Direct personal support is provided as requested. A variety of prevention resources, including background check tools, are available on the webpage.

Members: Matthew P. Payne, All Saints, Appleton; the Rev. John Peterson, Retired; Sue Steinhilber, St. Thomas, Menasha; Erin Wolf, All Saints, Appleton; the Rt. Rev. Matthew Gunter, *ex-officio*.

ARCHIVES

Submitted by Matthew Payne, Archivist.

The Archives has three purposes: 1) determine what to keep; 2) keep it well; 3) share it with others. Because of the diligence of hundreds of clergy and laity over 150 years, the diocese is blessed by having a significant volume of holdings from congregations, committees, commissions, bishops, clergy, laity and many other Episcopal entities. These are held as paper documents, electronic files, video and audio recordings, and several other artifacts such as statuary, liturgical paraphernalia and other physical objects.

The most common requests for information are verification of baptismal and marriage records. Active congregations maintain their own records, so requests are often 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 set by the Executive Council may be charged to support further development of the archives. The Archivist has discretion to waive or modify the fee to fit the circumstances.

Work continues, albeit at a pace slower than desired, in organizing the repository following its 2016 move from Grafton Hall, Fond du Lac (where they were housed since 1960) to the Diocesan Office in Appleton. Much remains to be done to make materials fully accessible. All diocesan newspapers have been scanned and organized.

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

CHANCELLOR

Submitted by Gordon Stillings, Chancellor.

The Chancellor is legal advisor to the Bishop, Standing Committee and Trustees under Canon 2.2. and gives legal advice in real estate, contract, personnel claims, canonical and parliamentary issues. This past year he was involved in a number of 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. Dr. Mary Trainor and the Rev. Dr. Jim Trainor, Chaplains.

The mission of this ministry is to help retired clergy, their spouses, and surviving spouses stay in contact with one another and the diocese, and to inform them of changes in or additions to their coverage by the Church Pension Group.

This year our annual gathering, luncheon, and meeting was held on September 5 both indoors and outside at St. Mark, Waupaca. This church (centrally located in the diocese) has a newly completed “Garden of Blessing,” which includes professional landscaping, a labyrinth, an outdoor altar, and a covered gathering space. The program emphasized the importance of socialization in retirement, and various activities facilitated networking among attendees. Bishop Matt Gunter attended and answered questions regarding new developments in the diocese as well as from General

Convention. Discussions took place regarding issues affecting retirees, and news from out-of-state retirees who wrote notes was shared. An excellent luncheon was provided (the food was donated by members of St. Mark) and over 20 were in attendance.

We continue to send cards at Christmas, Easter, and for ordination anniversaries. To conserve funds, instead of using commercial cards we are sending cards that we craft (either photographs or original watercolor art). We assist as much as possible in times of illness and death and keep the Bishop informed of situations requiring his attention.

CHURCH PERIODICAL CLUB (CPC)

The Church Periodical Club (CPC) is dedicated to providing free literature and related materials, both religious and secular, to people all over the world who need and request them, especially those who have no other source for obtaining such literature and materials, doing so since 1888. Diocesan congregations are encouraged to hold a CPC Sunday to raise funds. The Director raises funds during the diocesan convention that are made available for CPC purposes. The diocesan CPC Director is Karen Powers, St. Thomas, Menasha.

CLERGY EVENTS

Submitted by the Rt. Rev. Matthew Gunter, Bishop.

Cultivating collegiality among the clergy along with a connection to the bishop makes for healthy clergy and a stronger diocese. The clergy of each deanery gather regularly throughout the year for fellowship and mutual support. There was a pre-Lenten Clergy retreat featuring theologian, Heidi Haverkamp, speaking on “Holy Solitude: Lenten Reflections with Saints, Hermits, Prophets and Rebels”. There was a Fall Clergy Continuing Education Retreat featuring updates on several continuing diocesan ministries. The Chrism Mass before Holy Week and the Eucharistic Festival offered other opportunities for gathering. In addition, the bishop schedules a meeting with clergy in or near their birth month for an annual check-in. Clergy new to the diocese receive an orientation to the diocese by the Canon Administrator.

CLERGY SPOUSES’ COUNCIL

Submitted by Leslie Gunter, Chair.

The Clergy Spouses’ Council mission statement is to “Foster ongoing community, friendship and support among clergy spouses of the Diocese of Fond du Lac.” The Council continues to plan and explore ways to connect clergy spouses, through such things as an email prayer chain, clergy couple

event, and serendipitous gatherings coming in 2019. This year's event was a pre-convention tea, Friday, October 19, hosted by St. Paul Cathedral.

The Council gathers quarterly and is currently working on a few other ideas to expand connection among clergy spouses.

Members: Leslie Gunter, Chair; Jean Beck, Blessed Sacrament, Green Bay; Bev Johnston, St. Thomas, Neenah; Cindy Osborne, St. Thomas, Neenah; Elizabeth Schaffenburg, Grace, Sheboygan.

COMMISSION ON CONGREGATIONAL VITALITY (CCV)

Submitted by the Rev. Eric Mills, Chair.

The CCV assists the Bishop in developing and maintaining:

- A comprehensive and substantial training in congregational vitality for clergy and laity in the diocese to include coaching/training in evangelism, community outreach, and communication, etc.
- A regular, prayerful time of discussion and monitoring of the health of congregations in the diocese and attention to what diocesan leaders can do to support and assist congregations in their growth and vitality.
- A congregational consulting network that provides congregational leaders with third party assistance for facilitation and consultation as needed.

Since last Convention a few remaining congregations have continued meeting with a CCV consultant to initiate a diocesan wide conversation centered on health and vitality.

The CCV hosted a Spring Conference on Faithful Innovation in a Disruptive Age with the Rev Dwight Zscheile as our keynote speaker. Zscheile is associate professor of congregational mission and leadership at Luther Seminary in St. Paul, Minnesota, and consultant with The Missional Network.

As a direct result of our Spring Conference, the Diocese of Fond du Lac will be participating in Faithful Innovation Learning Community Process. You will read and learn much more about this process soon.

Members: the Rev. Eric Mills, Chair, St Anne, De Pere; Cathy Cowling, Trinity, Oshkosh; the Rev. Jane Johnson, Intercession Stevens Point; the Rev. Karl Schaffenburg, Grace Sheboygan; the Rev. Joanne Skidmore, Retired; the Rt. Rev. Matthew Gunter.

COMMISSION ON EVANGELISM

Every baptized Episcopalian has vowed to proclaim with our words and our lives the loving, liberating, and life-giving good news of Jesus Christ. Through the spiritual practice of evangelism, we seek, name and celebrate

Jesus' loving presence in the stories of all people – then invite everyone to more.

Bishop Matt Gunter has appointed a Commission on Evangelism to provide training, programs, and other resources for the diocese and its congregations about evangelism. Members are: Dave Annis, St. Anne, De Pere; Barb Drewry-Zimmerman, St. Paul, Plymouth; Linda Forbes, St. Anne, De Pere; Stephanie Rogers, Trinity, Oshkosh; Linda Wallenfang, St. Anne, De Pere; Dianne Wilson, St. James, Manitowoc; Chuck Wilson, St. James Manitowoc.

COMMISSION ON MINISTRY (COM)

Submitted by the Rev. Monica Burkert-Brist, Chair.

We are blessed with many dedicated and committed persons hungry for ways to discern their further callings to serve Christ in the Church. This presents your Commission on Ministry with continual challenges to provide resources and processes that are supportive, encouraging, user friendly and timely to help people discern their callings in both lay and ordained leadership roles in our diocese, our national church and God's world.

The Commission is pleased to report we currently have four postulants for ordination who are in the educational/formation process: Julie Roane Hendrix (postulant for the priesthood at Nashotah House Theological Seminary), Erik Evenson (postulant for the priesthood at The Seminary of the Southwest), Lisa Ueda (postulant for the permanent diaconate currently in diocesan deacon school), and Amy Heimerl (postulant for ordination to the priesthood who is beginning her educational formation this Fall). There are several additional individuals who are in various phases of the discernment and postulancy process.

I commend to you the Circles of Light materials on the Diocesan website in the COM "tab". Our goal as a COM is to offer the first Circle of Light twice a year in our diocese. The first Circle is for lay leadership discernment as well as for those discerning possible ordination. If you are interested please speak to your priest and email Mother Monica at revmbb16@gmail.com as soon as possible.

The "second" Circles are local discernment processes for those seeking ordination. We also host COM retreats twice a year for those proceeding in the discernment process.

The COM always needs 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; Kate Kipp, St. John, Wausau; Chris Shaw, St. Peter, Ripon; the Rev. John Peterson, Retired; the Rev Dcn. Linda Schmidt, Ascension, Merrill; the Rev. Erin Kirby, St. Matthias, Minocqua; the Rt. Rev. Matthew Gunter, *ex-officio*. The Rev. Chris Arnold, Trinity, Oshkosh, also serves as liaison for the Standing Committee.

COMMUNICATION

Submitted by Matthew Payne, Editor.

The diocese continues to adjust to media and publishing changes but also commits to edited articles and a compilation of information in some form or another.

Our diocesan website is the central repository of diocesan information. It holds a variety of documents and is home to notices and events reposted elsewhere. The format opens communication avenues not available before. An average week sees over 450 unique visitors to the site.

News of general interest is produced and distributed to over 1,800 email addresses via Scattering Seeds. A regular clergy news is produced and distributed to over 200 email addresses. From September 2017-August 2018, a total of 68 newsletters were sent electronically for a total of 57,000 messages. The average open rate was 35% with 40% of these occurring on a mobile device.

Our Facebook presence is strong and we exceed 1,100 page likes. We use it for re-posting website information, publishing news, original content and sharing content of interest to members of the diocese. We have made over 250 posts the last 12 months.

The Clarion is a publication mailed to almost 3,000 households around the world and viewed at diofdl.org/clarion. Provided to any who ask at no cost, it changed its focus from news and activities in 2018 to becoming a support publication for a given topic area. In 2017-18, *The Clarion* was printed three times. The print edition, once mailed, is available for viewing online as well.

COMPANION DIOCESE TASK FORCE

Submitted by Ron Alexander, Chair.

The mission of the task force is to create opportunities for clergy and laity of each diocese to engage, encourage, and learn from each other and to participate in programs that will foster and deepen knowledge and

relationships among youth and adults of each diocese. We hope to create opportunities for parishes of each diocese to foster relationships and mutual support for the ministries within the local parishes and other mission entities through prayer, communication, and possibly sharing of monetary and in-kind support.

We had 3 Teleconference meetings and held the first annual Companion Diocese Sunday with many reported positive results from both dioceses. We invited four people from the Diocese of Masvingo to be our guests at our Annual Convention this year, planning a reception in each deanery; involvement in Sunday liturgies; attending a Cursillo Ultreya; attending a clergy spouses reception; and involvement with several host families and a tour of Door County. Regretfully, the visit will not happen now, but should sometime in the next year.

Members: Ron Alexander, Chair, St. John, Wausau; the Rev. Dcn. Mike Burg, Grace, Sheboygan; the Rev. Dcn. Dale Hutjens, St. Anne, De Pere; Jeanine Limberger, St. Anne, De Pere; the Rev. Diane Murray, St. James, Manitowoc; Emily Field, St. Matthias, Minocqua, the Rev Dcn. Anne Lang, Retired; the Ven Michele Whitford, St. Paul, 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 to 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.

After our challenging 2017 review season because of the loss of reviewers, we looked at the review process and decided to make some changes. With the experience of over a decade of reviews along with identifying "yellow-flag" indicators that can be discovered through information submitted for review, it was decided to begin an alternate year on-site visitation process. Every congregation will still have a review, but in one year this will be by materials submission only (a form review), and the other year by submission of materials and an on-site visit. We ended the 2017 season with 3 reviewers. One of those resigned in the fall of 2017. Since the number of current reviewers were not able to meet the workload for

2018, the treasurer, Anne Peterson, also performed reviews this summer. We had another reviewer retire from doing reviews late this summer due to health reasons unable to complete their reviews. As it was impossible for two reviewers to do all 34 reviews, it was decided that we would not do a review of 8 congregations who were to get a form review. By the end of August, the two reviewers had completed 15 of 17 onsite visits and 5 of the form reviews. Two more reviews were completed in September and three are still in process. The plan for 2019 is to hire at least two more reviewers. We would like to thank Mark Wegner for his exceptional and dedicated service in conducting reviews this year. We also want to thank Janet Klutterman for her past service to the CFRT and wish her well in her retirement.

CONSTITUTION AND CANONS

Submitted by the Rev. Barb Sajna, Chair.

The committee is established under the authority of Diocesan Canon 3.5. Its purpose is to consider proposals for amendments to the Diocesan Constitution or Canons. As such, the committee considers relevant resolutions presented to the Convention. This past year, the committee began work on a complete revision to the Constitution and Canons, anticipating that those revisions will be presented to the convention in 2019. A copy of the canons can be found on the diocesan website.

Members: The Rev. Carol Amadio, Retired; The Rev. Chris Arnold, Trinity, Oshkosh; Mrs. Elizabeth Schaffenburg, Grace, Sheboygan; Mr. Fred Laiten, St. Anne , De Pere; Mr. Matthew Payne, All Saints, Appleton; The Rev. Barb Sajna, St. Luke , Sister, Bay, Mr. Gordon Stillings, *ex-officio*, the Rt. Rev. Matthew Gunter, *ex-officio*.

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, in Cursillo, does not mean power over others, but influence on 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. Vicki Natzke (Spiritual Director), the Rev. John Ambelang, the Rev. Ralph Osborne, The Rev. Dcn. Nancy Behm, Cheryl Dobrzynski, Jesse Zimmerman, John Barnes, Mary Hamby, Julie Hendrix, Fritz Kromenacher, Marlene Zastrow (Treasurer), Rachel Annis (Secretary), Bob Cleworth (Historian), Linda Wallenfang (Palanca Chair). Secretariat meetings are held the third Tuesday of the month, either at All Saints, Appleton from 6:30-8pm or via teleconference 6:00PM. 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. 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. The largest activity of the year, of course, was the Monarch 74 weekend, held at Spencer Lake Christian Center on May 3 - 6. This was led by Cheryl Dobrzynski, St. Peter, Sheboygan Falls. We had 17 new Cursillistas attending the weekend. Bishop Matthew Gunter joined us and celebrated Mass on Sunday afternoon for the closing. Our next weekend, Monarch 75, is planned for May 2 - 5, 2019, also at Spencer Lake (near Waupaca). 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 272 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 David Annis, Lay Director, Monarch Cursillo, 1941 Wood Lane, Green Bay, WI 54304

Cursillo is 100% funded by donations at Ultreya, weekend fees 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 is to help the bishop in the care of deacons of the diocese. At present, there are 17 active, five retired deacons and two Postulants in Deacon School. Deacons spend the majority 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 manner in which they care for others.

The Council shares oversight of the Deacons School and seeks continuing education programs for the whole deacon community.

The deacons are calling the entire diocese to seek out the marginalized, both in our parishes and outside in our communities, and draw them closer to the love of God. This past year we have worked on awareness of the abused women and children in our communities.

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. Ron Alexander has been invaluable in these communications.

Members: Ron Alexander, St. John, Wausau; the Rev. Diane Murray, St. James, Manitowoc; the Rev. Dcn. Dale Hutjens, St. Anne, De Pere; the Rev. Dcn. Bruce McCallum, St. Mark, Waupaca; the Rev. Dcn. Joy Zakrzewski, St. Luke, Sister Bay; the Ven. Michele Whitford, Grace, Sheboygan, Chair; the Rt. Rev. Matthew Gunter, *ex-officio*.

DEACONS SCHOOL

Submitted by the Rev. Mary S. Trainor, Dean.

The Diocese of Fond du Lac's Deacons School is for the preparation of deacons in the diocese (who have gone through the discernment process in the diocese and been approved to proceed towards ordination as postulants; these are "for credit" students). The School is a two-year school consisting of eight courses (four each year), retreats, field education, and many practicum components. Spiritual and community formation are vital parts of the School, as well as academic study and practical internship experiences. Deacons School is a separate entity of the diocese, with its own dean, faculty and curriculum. It was designed in accordance with canonical requirements by the Bishop, the Deacon Council, the faculty, and input from current Diocesan deacons. It is for deacons-in-training, but certain courses are open to auditors seeking continuing education. The Dean meets regularly with each of the postulants, to ensure the goals of their education and formation are being met. The Dean selects, monitors, supports the instructors. The Dean meets

with Bishop Matt to provide updates and obtain counsel regarding the School's direction.

In December 2017, the School completed a two year cycle that began in January of 2016, with one graduate: The Rev Dcn Paul Aparicio. The second year of the School began in January of 2018 and continues now with two "for credit" students and several auditors. The "for credit" students are required to submit homework each month, in accordance with the reading assignments of that month; homework is read by the instructor and feedback is provided in a timely fashion. At the end of each Deacons School course, the instructor provides an assessment of the "for credit" student's performance and the student provides an evaluation of the course effectiveness.

In the current year, four courses are being taught: Old Testament (taught by Rev Glenn Kanestrom), Church History (taught by Rev. Dr. Karl Schafenburg), Diakonia (taught by Rev. Michele Whitford), and Christian Spirituality (taught by Rev. Dr. Mary S. Trainor). The OT and Church History classes were taught at Grace, Sheboygan on the 2nd Saturday of the month. The other two classes were taught on a self-paced schedule. In Winter-Spring 2019, the following four courses will be taught: Christian Theology (taught by Rev Glenn Kanestrom), New Testament (taught by Rev. Barb Sajna), Diakonia (taught by Rev. Michele Whitford), and Homiletics (taught by Rev. Dr. Jim Trainor). In Fall 2019, the following four courses will be taught: Christian Theology (taught by Rev Glenn Kanestrom), New Testament (taught by Rev. Barb Sajna), Diakonia (taught by Rev. Michele Whitford), and Christian Spirituality (taught by Rev. Dr. Mary S. Trainor). Two 2019 classes will be taught on the 2nd Saturday of the month (9 months, summers off for other studies) at St. Anne De Pere. Laity from the area churches are invited to audit these classes. The Homiletics, Christian Spirituality and Diakonia courses are open only to postulants and meet monthly at a time convenient for participants. Tuition for deacons in training is \$1000 per year, and it is expected that the student's home church will pick up half of that tuition. Auditors are requested to provide a donation to the diocese for their participation in this excellent educational opportunity. Donations support the School. In addition, students will pay for textbooks and travel costs. Instructors can receive a small honorarium for their teaching (their generous service to the diocese in this ministry is much appreciated). Administrative support for materials and copying will be provided by the Diocesan Office. Income will vary depending upon the number of students enrolled. We are very grateful to Grace, St. Mark , and St. Anne for hosting Deacons School.

The Deacons School cycle is designed to add new postulants each January. As more people are involved in Circles of Light discernment, it is expected that additional postulants will begin Deacons School in 2019 and 2020.

DEANERIES

Diocesan Canon 8.1 states the diocese shall be divided 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. Barb Sajna, Dean.

The Green Bay Deanery consists of twelve congregations in Brown, Door, Kewaunee, Marinette, and Shawano counties. The congregations are: St. Agnes, Algoma; St. Anne, De Pere; Church of the Atonement, Fish Creek; Church of the Precious Blood, Gardner; Church of the Blessed Sacrament, Green Bay; St. Paul, Marinette; St. John, New London; Church of the Holy Apostles, Oneida; St. John, Shawano; St. Luke, Sister Bay; Christ the King Holy Nativity; Sturgeon Bay & Jacksonport; and St. Paul, Suamico.

The clergy of the deanery meet monthly, allowing time to build community among themselves, as well as to communicate information about parish or diocesan issues, events and on-going initiatives. Mutual support and encouragement are two central goals of the deanery.

LAKE WINNEBAGO DEANERY

Submitted by the Rev. Dr. Karl Schaffenburg, Dean.

Pursuant to Article XI of the Constitution of the Diocese, and Canon 8 of the Canons of the Diocese, The Lake Winnebago Deanery has been designated by the Bishop to consist of the following congregations: All Saints, Appleton; Cathedral Church of St. Paul, Fond du Lac; St. James, Manitowoc; St. Thomas, Menasha; Trinity, Oshkosh; St. Paul, Plymouth; St. Peter, Ripon (with St. Mary Chapel, Wautoma); Grace, Sheboygan (with All Saints' Chapel, Elkhart Lake); St. Peter, Sheboygan Falls; and Holy Trinity, Waupun.

Since the Convention of 2017 the clergy of the deanery met monthly in all months save December, April, July and August. The deanery serves as a vehicle to gather clergy and laity for diocesan events, including workshops provided by the Commission on Congregational Vitality and pre-Convention

briefings. In addition, the Deanery serves to promote common ministries between the clergy and people of similarly-situated congregations.

Transitions of note within the past year included mourning the passing of our brother, the Rev. Marcus Cunningham, Rector of St. Peter , Ripon; we have welcomed the installation of The Very Rev. C. Patrick Perkins as Dean of The Cathedral Church of St. Paul, Fond du Lac, and of The Rev. Ezgi Saribay Perkins as Canon Precentor of the cathedral; we have welcomed the ordination of The Rev. Paul Aparicio, and his assignment as deacon to Grace Episcopal Church, Sheboygan; we bid Godspeed to The Rev. Jim Harrison, lately rector of All Saints, Appleton, who now pursues a new ministry.

WISCONSIN RIVER DEANERY

Submitted by the Rev. Vicki Natzke, Dean.

The Wisconsin River Deanery is composed of St. Olaf, Amherst; St. Ambrose, Antigo; St. Alban, Marshfield; Ascension, Merrill; St. Matthias, Minocqua; St. James, Mosinee; St. Augustine, Rhinelander; Intercession, Stevens Point; St. Barnabas, Tomahawk; St. Mark, Waupaca; St. John, Wausau; St. John, Wisconsin Rapids.

The deanery continues to meet irregularly to discuss upcoming events and updates of congregational life in the deanery.

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 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 of the most labor-intensive activities 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.

Diocesan Office Secretary Vicky Stauber-Pufall retired in May after serving the diocese for over 11 years. Over the summer a hiring process for a new position, Administrative Assistant, was conducted. Lisa Baltes was hired and began in the position at the end of August. Sarah Gilbert, a member of All Saints, Appleton, continues to be a regular presence in the office assisting in whatever duties need a little extra help.

The diocese owns and manages a number of properties, 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

all 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 property is in Chilton: the former St. Boniface, purchased on a land contract in 2007 by a private individual. The diocese acts as mortgager. Payment on the contract is current and interest supports the diocesan operating budget. Principal payments are held in reserve for future use. The owner has accepted an offer to purchase and is expected to fulfill the contract by the end of the year.

The third property is in Marshfield: the former St. Alban Episcopal Church. After managing the property for rental use over a number of years, the diocese sold the property to another church at the end of 2017. Proceeds were used to build endowments and fund initiatives planned for the future of the diocese.

DISCIPLINARY BOARD

Matters may be referred to The Disciplinary Board upon recommendation of the Intake Officer, The Rev. Ralph Osborne. The Disciplinary Board received no referrals since the last Convention, and held no meetings or hearings.

Members: the Rev. Dcn. Michael Hackbarth, St. Paul Cathedral, Fond du Lac; the Rev. Karl Schaffenberg, Grace, Sheboygan; the Rev. Barb Sajna, St. Luke, Sister Bay; The Rev. Dr. John Throop, President, St. Peter, Sheboygan Falls; Rose Anne Stoia, St. Anne, De Pere; Martina Mims, St. Thomas, Menasha; Kate Ann Kipp, St. John, Wausau.

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. 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.

A number of leaders and their support persons met for two meetings since the last Convention to look at areas of commonality. While there were many ideas and some data compilation of overlap of congregations, it was decided that our ability to develop a successful cooperative effort was beyond our human resource capabilities.

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 it continues through some 8,000 participants each year. EfM 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.

One recent graduate from our diocese calls EfM “a great program with wonderful new materials, and nine months of opportunity to question, explore, discover, discuss, reflect, and challenge. You get to know your fellow classmates on a deeper level and build your relationship with your church and God.”

There are many EfM groups in the diocese studying Old Testament, New Testament, Church History, and Theology and Interfaith Relations.

If you are interested in serving as a mentor, please speak to Rodger Patience. He can help you find a convenient training session – training is offered at Sewanee or around the country all year long.

EfM tuition is normally \$475, but because we are a sponsoring diocese, our participants pay only \$375. 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 making a donation to the Diocesan EfM Fund – as one member of the diocese did last year in honor of a wedding – so that more members of the Diocese of Fond du Lac can participate in Education for Ministry.

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.

2018 marked the 59th year we gathered to worship the Lord in High Church fashion – celebrating a Solemn High Eucharist, featuring choir members and liturgical ministers from throughout the diocese. 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. Canon Victoria Heard, Rector of Redeemer Episcopal Church in Irving, Texas, preached on what may have been one of the hottest festivals on record. The day ended with Adoration and Benediction of the Blessed Sacrament. The annual bishop’s picnic was held in-between.

EXECUTIVE COUNCIL

The Executive Council functions as the “Vestry” of the diocese and oversees its regular operations. It meets both in-person and via teleconference. Regular business includes reports from the Bishop, Diocesan Administrator, Youth Coordinator, and Treasurer; updates on clergy and congregations in the diocese; and discussion 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.

Members: *ex-officio* the Bishop (the Rt. Rev. Matthew Gunter); the Diocesan Secretary (Abby Webster, Holy Apostles, Oneida); the Diocesan Treasurer (Anne Peterson, St. Thomas, Menasha); appointed rural Deans (the Rev. Dr. Karl Schaffenberg, Grace, Sheboygan; the Rev. Vicki Natzke, St. John, Wisconsin Rapids; the Rev. Barb Sajna, St. Luke, Sister Bay); four Bishop appointments (Chuck Howell, St. John, New London; Chris Sampson, St. Anne, De Pere, Larry Danielson, All Saints, Appleton; the Rev. Ralph Osborne, St. Thomas, Menasha); and eight elected members (the Rev. Dcn. Anne Lang, Retired; David Skidmore, St. Luke, Sister Bay; the Rev. Diane Murray, St. James, Manitowoc; Robert Cleworth, Jr., St. John, Wisconsin. Rapids; the Rev. Dr. Erin Kirby, St. Matthias, Minocqua; Chris

Shaw, St. Peter, Ripon; the Rev. Meredyth Albright, St. Augustine, Rhinelander; Richard Ackley, Holy Apostles, Oneida)

FINANCE COMMITTEE

Submitted by Anne Peterson, Diocesan Treasurer.

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 proposed 2019 Diocesan Budget was built around the vision of strong congregations that bear witness to God's mercy and delight. The Executive Council, along with the Finance Committee have worked hard to help implement that vision by providing the financial resources needed for the programs and support that will benefit congregations. The 2019 budget as it is presented to the Convention includes a 12% asking, a 1.5% cost of living adjustment for staff and a 6-7% increase in health insurance. We are pleased to present a balanced budget for 2019.

The audit of 2017 diocesan finances by Erickson & Associates, S.C. has been completed and was positive.

The transfer of the Diocesan Common Trust from JPMorgan to Graystone Consulting, Morgan Stanley has been completed. There were some significant difficulties with the JPMorgan side of the transfer, which required extra time and resources to resolve.

The Minimum Clergy Compensation Schedule base was increased by 1% for 2018 and the 2019 schedule will be approved in November 2018.

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.

Members: *ex-officio* Diocesan Treasurer Anne Peterson, Chair, St. Thomas, Menasha; *ex-officio* Bishop Matthew Gunter; John Eggers, St. Anne De Pere; the Rev. Erin Kirby, St. Matthias, Minocqua; Bill Metcalf, St. John, Wisconsin Rapids; the Rev. Patrick Twomey, Retired; the Rev. Canon Wilson Roane, Retired.

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.

INTAKE OFFICER

Submitted by the Rev. Ralph Osborne, Intake Officer.

“Title IV” of the Episcopal Church Canons details the grounds and process for ecclesiastical discipline. It is a church-wide structure to address claims that Bishops, Priests, or Deacons may have engaged in conduct

constituting an offense under the Canons. It encourages accountability, justice, reconciliation, restoration and pastoral responses.” This quote is from the new Title IV website which I encourage you to visit. The Episcopal church takes the issue of safety in the church very seriously.

If there is concern about possible misconduct, a report is made to the Intake Officer of the diocese. There have been no reports this year. As a reminder, if you serve in your local church, check to see if you are up to date with the Safe Church Training offered by our diocese. We all need to do our part to make our churches safe and provide an environment for all of us to grow in our faith.

MOSAIC TASK FORCE

The purpose of the Mosaic Task Force is to help 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. A 2015 Diocesan Convention initiative called for deanery conversations around congregational vitality. The purpose is to bring together members of different congregations together for the common growth of the diocese as it lives out its mission and ministry.

The Task Force has made the educational film “Traces of the Trade” available to congregations for use as part of supporting “the Church’s teaching on racism” per the Canons of the Episcopal Church – III.6.5.(g).(4) and III.8.5.(h).(4).

Members: The Rev. Dr. Erin Kirby, St. Matthias, Minocqua; Martina Mims, St. Thomas, Menasha; The Rev. John Ambelang, Licensed to Officiate; The Rev. Dcn. Brien Beck, Blessed Sacrament, Green Bay; The Rev. Dcn. Sue Burman, Holy Trinity, Waupun the Rt. Rev. Matt Gunter, *ex-officio*.

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 poverty, chastity, obedience, and prayer ‘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, and original icons.

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 150,000 lay persons and clergy, and 748 congregations. The province is funded by assessment from each diocese.

Of special interest this year is the “Big Provincial Gathering” planned for July 12th and 13th in Kalamazoo, MI. The keynote speaker will be the Rev. Michael Michie, the Episcopal Church Staff Officer for Church Planting Infrastructure. This will be an opportunity to share in ministries that reach across the Midwest. There will be a number of workshops on social media, children’s ministry, pilgrimages and spiritual journeys, and many more.

Further information is available at provincev.org

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><i>Ordinations to the Diaconate</i></u>	Paul Douglas Aparicio (16 Dec 2017)
	Isaiah Elias Brokenleg (16 Dec 2017)
	Roberta Ann Kraft (16 Dec 2017)
<u><i>Ordinations to the Priesthood</i></u>	Isaiah Elias Brokenleg (21 Jul 2018)

Letters Dimissory received

Roberta Ann Kraft (21 Jul 2018)
James Cameron Biegler, priest, from
Diocese of Dallas (23 Jan 2018)
Cecil Patrick Perkins, priest, from Diocese
of West Missouri (12 Feb 2018)
Ezgi Saribay Perkins, priest, from Diocese
of West Missouri (20 Apr 2018)

Letters Dimissory sent

Isaiah Elias Brokenleg, to Diocese of South
Dakota (8/6/2018)

Deaths of Clergy, Canonically Resident

Peter Robert Bird (24 Dec 2017)
Wayne Alan Robert Mionske (30 Apr 2018)
Marcus Thomas Cunningham (25 Aug
2018)

Deaths of Religious

Brother Barnabas, OJN [Bruce Leben]
(10 Feb 2018)

RESOURCE CENTER

Submitted by the Rev. Diane Murray, Liaison.

The Diocese of Fond du Lac has been a part of the ECSW Resource Center, and ecumenical resource center, for many years. Housed in and staffed by the East Central Synod of Wisconsin Office (ELCA Lutheran) in Appleton the Resource Center also served the Winnebago Presbytery, and the United Church of Christ and the WI Conference of the United Methodist Church.

The Resource Center is undergoing a transformation from primarily a lending library with a variety of resources for people to look at/review and to use, to a renovated space allowing people to connect, share and learn. As separate denominations, we were trying to host educational opportunities and find ways to connect our churches more easily with each other while keeping costs and travel to a minimum. This began conversations about possibilities and dreams of a different kind of resource center.

In Spring of 2017 we gathered our ecumenical group and came up with The EPIC Hub concept (Equipping People In Congregations). The Appleton facility has been divested of most “hard copy” ministry resources. Architects and technology folks have visited the Hub space and have come up with concepts and a financial outline to allow The EPIC Hub to be equipped with technology to teach and use, to link churches and people together across space and to become a meeting, teaching place that could equip the people of our churches for ministry.

Currently the ECSW has embarked on a capital campaign to raise funds to renovate and equip the physical space of the EPIC Hub. Part of the plan is to hire a communication person to work at the Hub to assist with communication and coordination of activities.

EPIC Hub will help our denominations equip our best resources, our people! The Appleton facility could be used for a variety of diocesan committees and commissions as well as be a resource that can be shared with our congregations, Vestry gatherings, CCV gatherings, host various programs, a place where we want to reach people.

The Hub has handicapped accessibility, one more valuable tool that we will be able to utilize.

While plans are being worked on some technology is being tested. The Hub recently facilitated a book read/discussion. 38-40 people called in to a virtual book group. The book read was “Waking Up White”. Over a period of several weeks the group discussed the book. Some people met in churches and connected as a group with the larger group, others travelled to the Hub. People connected from other states. Even the author joined the group for the last evenings discussion. Further resources to keep conversations going in all those places readers lived were e-mailed out after the discussion ended.

Other offerings will be planned as the Hub begins to take shape

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

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. Mike Scolare, President, Blessed Sacrament, Green Bay; the Rev. Eric Mills, St. Anne, De Pere; Laurie Glowac, St. Matthias, Minocqua; David Annis, St. Anne, De Pere; the Rev. Chris Arnold, Trinity,

Oshkosh; Martina Mims, St. Thomas, Menasha; the Rev. Canon Wilson Roane, Retired; Stephanie Rogers, Trinity, Oshkosh.

TRANSITION MINISTRY OFFICER

Submitted by the Rev. Meredyth Albright, Transition Ministry Officer.

The Transitional Ministry Officer is responsible for helping parishes in transition to the next priest for the parish. This process can include assisting the parish 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.

During the past year, work has begun in earnest in the creation of a diocesan manual for transition. When completed, the manual will include documents for exiting priests, for parishes in transition and for clergy considering a next call.

Also during the past year, a team of six “shepherds” was formed. These individuals received training from Rev. Meghan Froehlich, Director of Transition Ministries for the Episcopal Church. These individuals will help “shepherd” parishes through the “nuts and bolts” of a search.

Currently there are ten parishes in some form of transition. They are All Saints, Appleton; St. Peter, Ripon; St. John, New London; St. Ambrose, Antigo; St. John, New London, St. John , Shawano, St. Paul, Suamico; St. Francis, Eagle River; St. John the Baptist, Wausau; and St. John the Evangelist, Wisconsin Rapids.

TREASURER

Submitted by Anne Peterson, Diocesan Treasurer.

The Treasurer is an officer of the diocese, who is 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, 5meetings/5teleconferences/year) and the Trustees (ex-officio with no vote; 3-4 meetings/7 teleconferences/year). All financial records are in order for 2017-2018, income has been received and deposited, bills are paid. The diocese has no loans, and regular reports have been made to the Executive Council, Finance Committee and Trustees. The 2017 audit of financial records was completed and the report was positive.

TRUSTEES

The Trustees oversee the property of the diocese, dealing with real property issues and investments. These meet in-person and via teleconference. The Trustees are a non-stock corporation organized under the laws of Wisconsin whose date of incorporation is August 13, 1875. 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.

In addition to the regular reports received, some significant actions of the Trustees this past year include the sale of St. Alban, Marshfield and engagement of a new Investment Advisor for the Diocesan Common Trust fund, and decision to list the Marshfield property for sale.

Members: the Rt. Rev. Matthew Gunter, President; Anne Peterson, Treasurer, St. Thomas, Menasha; Jane Carter, St. Paul, Plymouth; Susan White, Holy Apostles, Oneida; Harry Rice, Intercession, Stevens Point; Chris Boycks, Trinity, Oshkosh; Julie Spanbauer, St. Thomas, Menasha; Gordon Stillings, St. Thomas, Menasha; The Rev. Dcn. Nancy Behm, Trinity, Oshkosh; Andrew Jicha, Holy Apostles, Oneida; The Rev. Amanda Sampey, St. James, Mosinee; The Rev. Dr. John Throop, St. Peter, Sheboygan Falls.

UNITED THANK OFFERING (UTO)

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. 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.

Many thanks to Carol Feller Gottard for her years of service in this ministry. Welcome to Cheryl Dobrzynski as she begins as Coordinator. 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. Discover more about the United Thank Offering at episcopalchurch.org/uto.

WEBSITE TEAM

Submitted by Matthew Payne, Facilitator.

The Website Team is a joint effort of the Diocesan Office and the Commission on Congregational Vitality to assist each congregation of the diocese to present a web-presence that is attractive, welcoming, containing essential information, and is managed by a member of the congregation. It has met twice since its formation the Spring of 2017, conducted a census of every congregational website, and prepared a plan for implementation to fulfill its purpose.

Due to a number of factors, the work of this team was stalled in 2018. It is hoped to gear up again following the Convention.

WISCONSIN COUNCIL OF CHURCHES (WCC)

Submitted by the Rev. Vicki Natzke.

The Rev. Vicki Natzke, St. John, Wisconsin Rapids, Ron Alexander, St. John, Wausau; and Bishop Matt Gunter are diocesan representatives to the Wisconsin Council of Churches. The WCC is a community of Christian denominations that covenant to engage in a common ministry focused on church unity, peacemaking, social and economic justice for Wisconsin's most vulnerable residents, and revitalizing congregations.

The Council encompasses 19 denominations with approximately 2,000 congregations and over one million church members. The board meets once a year in December. The Rev. Kerri Parker began her duties as the new Executive Director this year.

The Wisconsin Council of Churches website has numerous resource materials on many topics. For this information, please go to wchurches.org.

YOUTH MINISTRY

Submitted by Erin Wolf, Diocesan Youth Ministry Coordinator.

The Diocese of Fond du Lac continues to provide various Youth Ministry events and programming for students in grades K4-12.

Fall Lock-In 2017 took place at Trinity, Oshkosh under the director of Aran Walter (St. Thomas, Menasha), Sue Mills (St. Anne, De Pere), and Erin Wolf (All Saints, Appleton). The weekend focused on loving one another amid unrest in the world.

Happening #73 took place in November 2017 at All Saints, Appleton. Meagan Gramins (Menasha) served as Rector and was supported by Lay Director, Julie Spanbauer (Menasha). At the Closing Eucharist, we also

celebrated Julie's tenure as Lay Director, and we welcomed Nick Whitford (Grace, Sheboygan) as the new Lay Director going forward.

New Beginnings #9 was held at St. John the Baptist, Wausau in March 2018. Lily Burgess (St. John, Wausau) and Meagan Gramins served as co-Rectors for the weekend and was supported by Lay Director, Sue Mills.

Diocesan Summer Camps 2018 were held in June at Camp Lakotah in Wautoma. The theme for all camp sessions was "Being Different" and centered around Luke 6:27-28: "But to you who are listening I say: Love your enemies, do good to those who hate you, bless those who curse you, pray for those who mistreat you." We served just over 110 campers with approximately 40 staffers from nearly 20 congregations in three dioceses. Camp Leadership (Erin Wolf, Camp Director). Senior Camp: Sarah Peterson (Menasha), Nick Whitford, Bishop Matt Gunter (Diocese of Fond du Lac) Middler Camp: Esther Mackie (St. James, Mosinee), Sue Mills, Fr. Chris Arnold (Trinity, Oshkosh). Junior Camp: Missy Harrison (Appleton), Brad Retzlaff (Appleton), Fr. Ed Smith (Menasha). Kinder Camp: Chris Lilek (non-diocesan), Amma Diane Murray (St. James, Manitowoc), Amma Amanda Sampey (Mosinee)

Events for the 2018-2019 year are underway. Fall Lock-In: Oct. 26-28, 2018 at Camp Lakotah, Wautoma; Happening #74: Nov. 16-18, 2018 at St. Anne, De Pere; Parish Youth Leader Gathering: Jan. 12, 2019 at location TBD (Jan. 19 snow date); New Beginnings #10: March 2-3, 2019 at location TBA; Summer Camp (TENTATIVE DATES): June 9-23, 2019 at Camp Lakotah, Wautoma. There will also be an opportunity for up to five students in grades 9-11 to join Erin Wolf to attend a Province V Youth Gathering at Waycross Camp & Conference Center in the Diocese of Indianapolis March 12-14, 2019. More information on that to come.

Requests for Erin Wolf to visit your congregation (worship, workshops, assistance with Abuse Prevention modules, preaching, etc) can be sent to ewolf@diofdl.org.

FINANCIAL REPORTS

For the year ending December 31st, 2017. Independent Auditors Report of Erickson and Associates on file.

Budget Summary	
INCOME	
Pledges from Congregations	474,361
Distributions from Investments	74,899
Other Income (Clarion/Rent)	49,152
TOTAL	598,379
EXPENSE	
Outreach and Mission	83,783
Ordained Ministry and Episcopate	223,082
Congregational and Diocesan Ministries	296,546
TOTAL	603,411
Operating Deficit	(5,032)
<i>Deficit funded by retained surplus in operating fund</i>	

Funds Summary		
	Cash	Invested
Operating Funds	21,445	1,530,135
Non-Operating & Designated Funds		
Altar Guild	1,101	
Archives	110	
Bishop's Discretionary Fund	2,415	76,512
Cemetery Care	253	15,001
Chilton	359	
Church Development	1,076	
Church Periodical Club	369	
Companion Diocese	14,469	
Congregational Vitality	36,544	
Convention	340	
Deacons School	1,258	
Diocesan Initiatives	32,555	0
Education for Ministry	50	
Grafton Commemoration	419	
Green Bay Area Ministry	1,743	105,947
Happening	3,357	
Marshfield Holding	2,000	
United Thank Offering	3,569	
Youth Work	4,462	33,599
Reserve Funds		
Fond du Lac Property	14,424	
General Convention	18,742	
History Publication	3,530	
Lambeth	3,188	
Outreach	0	
Sabbatical	3,688	
Succession	13,303	
Restricted Funds		
Amann Continuing Education	4,685	56,419
Butler Seminarian Support	0	13,064
Diocesan Organ	199	11,644
Eucharistic Festival	492	22,931
Fey Seminarian Support	7,256	139,011
Stevens Mission	1,184	52,495
Zimmer Seminarian Support	0	11,947
Loan Funds (Administered by Trustees)		
Capital Discretionary	55,123	70,750
Roddiss Revolving Loan	41,017	23,039
Loans Receivable (Administered by Trustees)		
Marinette	85,000	
Merrill	7,630	
Mosinee	15,474	
Tomahawk	17,232	
Waupaca	5,043	
TOTAL	423,106	2,128,929

COMMON TRUST FUND

The Diocesan Common Trust Fund (DCT) is a diversified investment portfolio of equity, fixed income securities and alternative assets 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 2017 market value was \$5,768,623 (\$3,606,128 in congregational investments and \$2,162,495 in diocesan investments). 24 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 2018 is 60% equity, 30% fixed income and 10% alternative assets.

Participant Investments in the Diocesan Common Trust 12/31/2017

Ending Market Value with Accruals	
Algoma, St Agnes (7 Accounts)	211,802.61
Amherst, St Olaf (2 Accounts)	12,949.15
Antigo, St Ambrose (3 Accounts)	13,036.87
Appleton, All Saints (1 Account)	5,336.06
De Pere, St Anne (1 Account)	92,763.28
Eagle River, St. Francis (1 Account)	34,354.76
Fond du Lac, St Paul Cathedral (2 Accounts)	670,663.78
Gardner, Precious Blood (2 Accounts)	3,805.99
Green Bay, Blessed Sacrament (2 Accounts)	31,298.40
Manitowoc, St James (1 Account)	305,395.77
Minocqua, St Matthias (6 Accounts)	197,729.68
New London, St John (1 Account)	9,202.39
Oneida, Holy Apostles (3 Accounts)	507,911.27
Rhinelander, St Augustine (6 Accounts)	44,940.70
Ripon, St Peter (4 Accounts)	115,153.94
Shawano, St John (2 Accounts)	35,683.39
Sheboygan Falls, St Peter (5 Accounts)	584,688.18
Sisterhood Of Holy Nativity (1 Account)	96,870.27
Stevens Point, Intercession (3 Accounts)	477,986.90
Sturgeon Bay & Jacksonport, Christ The King Holy Nativity (2 Accounts)	21,276.43
Suamico, St Paul (6 Accounts)	17,616.86
Tomahawk, St Barnabas (2 Accounts)	10,370.86
Waupun, Holy Trinity (4 Accounts)	94,399.86
Wisconsin Rapids, St John (1 Accounts)	10,889.61

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.

2017 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	20	20	2	13	51	0	0	0	0
Amherst	26	26	5	12	24	0	0	0	0
Antigo	27								
Appleton	664	215	34	114	108	0	5	7	1
De Pere	543	316	12	132	90	2	3	5	7
Eagle River	14	14	0	12	54	0	1	0	0
Fish Creek	0	0	0	72	29	0	0	0	0
Fond du Lac	167	104	65	69	156	0	11	4	0
Gardner	12	10	6	9	49	0	0	0	0
Green Bay	141	82	0	48	90	2	0	1	0
Manitowoc	113	97	24	56	87	0	2	4	2
Marinette	101	80	8	47	55	1	1	0	0
Menasha	843	765	43	164	111	6	11	5	5
Merrill	56	56	0	22	23	1	3	4	1
Minocqua	184	156	5	62	74	4	6	2	3
Mosinee	35	33	0	15	52	0	1	1	3
New London	104	65	10	43	53	0	1	2	0
Oneida	292	84	7	53	53	1	22	10	5
Oshkosh	153	148	15	65	89	1	9	1	0
Plymouth	94	94	5	40	52	0	2	2	0
Rhineland	70	69	5	38	55	0	1	0	2
Ripon / Wautoma	50	50	10	33	89	1	3	1	0
Shawano	32	32	0	22	52	0	1	2	0
Sheboygan / Elkhart Lake	180	170	39	115	104	2	3	1	8
Sheboygan Falls	121	75	5	54	123	1	3	0	0
Sister Bay	95	86	63	66	68	0	4	1	2
Stevens Point	121	98	5	70	81	1	2	3	0
Sturgeon Bay / Jacksonport	37	37	21	36	106	0	4	0	0
Suamico	120	69	4	33	53	0	1	0	0
Tomahawk	23	15	0	6	85	0	1	0	1
Waupaca	120	120	8	65	55	1	6	2	0
Waupun	42	42	4	16	50	0	2	0	2
Wausau	194	160	10	75	84	2	5	1	5
Wisconsin Rapids	39	39	8	28	53	1	2	0	0
TOTALS	4,833	3,427	423	1,705	2,358	27	116	59	47

2017 Diocese of Fond du Lac Financial Information

City	Plate & Pledge	Operating Revenue	Total Revenue	Operating Expense	Total Expense	Cash	Investments
Algoma	40,810	51,985	66,992	47,242	92,653	36,797	205,595
Amherst	24,948	24,948	38,537	15,816	18,565	69,889	47,764
Antigo	13,985	16,269	36,269	19,204	19,204	101,761	13,037
Appleton	229,460	329,510	362,259	332,412	351,273	17,191	941,105
De Pere	262,376	300,250	647,910	311,428	596,378	64,906	759,021
Eagle River	19,992	19,992	26,826	21,654	28,488	30,812	34,355
Fish Creek	46,343	70,923	97,368	61,629	75,879	101,409	701,104
Fond du Lac	87,940	187,344	376,825	173,856	311,879	161,381	1,784,466
Gardner	6,300	8,892	8,892	8,357	8,357	26,896	6,797
Green Bay	59,258	64,378	70,488	60,856	62,647	42,810	70,260
Manitowoc	95,033	101,505	130,618	100,980	127,900	67,727	305,396
Marinette	114,899	121,602	121,737	98,913	98,913	169,999	
Menasha	489,918	561,234	908,671	527,287	732,912	364,499	2,108,735
Merrill	23,260	26,260	30,222	24,500	36,830	14,149	
Minocqua	148,406	150,170	693,526	166,146	700,902	377,657	197,730
Mosinee	14,854	22,654	27,126	21,764	26,405	10,784	87
New London	64,094	64,094	142,731	47,289	73,209	56,432	9,202
Oneida	53,482	158,777	226,893	144,264	184,877	69,709	507,911
Oshkosh	190,417	213,878	232,798	225,221	246,380	46,043	1,860,778
Plymouth	59,849	66,756	92,068	71,331	71,864	94,689	
Rhineland	69,535	161,273	165,299	153,610	170,988	30,981	
Ripon / Wautoma	59,537	85,287	401,773	85,535	131,534	131,631	246,815
Shawano	28,699	34,794	38,732	27,528	28,328	41,484	31,468
Sheboygan / Elkhart Lake	310,437	401,757	597,425	418,228	621,242	142,463	
Sheboygan Falls	165,091	191,992	194,524	175,846	178,378	138,471	584,688
Sister Bay	116,517	125,844	210,036	124,645	139,042	159,585	231,564
Stevens Point	120,328	180,696	260,990	174,353	174,673	23,089	477,987
Sturgeon Bay/Jacksonport	104,334	106,290	114,401	108,279	127,640	160,929	18,807
Suamico	43,632	50,934	53,283	55,451	57,105	7,211	16,181
Tomahawk	10,049	12,911	17,913	13,511	14,546	6,416	
Waupaca	153,517	160,294	184,144	178,967	194,959	12,446	
Waupun	15,314	59,048	73,788	50,114	57,425	54,320	94,400
Wausau	233,338	241,942	424,744	205,392	271,104	83,454	1,289,552
Wisconsin Rapids	81,791	89,766	102,504	102,209	136,010	64,110	440,255
TOTALS	3,557,743	4,464,249	7,178,312	4,353,817	6,168,489	2,982,130	12,985,060