



IN ALTUM

Episcopal Diocese of Fond du Lac

*35 worshipping communities
in northeast and northcentral Wisconsin*

ADVANCE REPORTS 2022

*Summaries of ministries of the Episcopal Diocese of Fond du Lac
for the period September 2021 – August 2022*

Prepared for the 148th Convention of the Diocese of Fond du Lac
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ABOUT ADVANCE REPORTS

These Advance Reports are a digest of mission and ministry at the diocesan level to inform delegates (and others) about the work of the diocese. Some areas of activity may not be included because no report was received or there was no activity in the past year. Efforts which are primarily local and congregational in focus are not included here. Such reports are typically presented at a congregation’s annual meeting. These reports combined with the Journal of the Convention document a portion of the diocesan history over the course of a year.

ABOUT THE VISION

A diocesan vision statement was developed soon after Bishop Gunter’s consecration. The statement is “The vision of the Diocese of Fond du Lac is we are becoming a people of God’s mercy and delight through **vital congregations, prayer and worship, and missionary church.**” This statement guides planning and activity of the diocese.

ABOUT THE DIOCESE

The Episcopal Church came to what would become Wisconsin with the Oneida people in 1822 as they were removed from their homelands in upstate New York. What is now the Diocese of Fond du Lac was originally a part of the Episcopal Church's Missionary District of the Northwest and then a part of the Missionary District of Wisconsin. This missionary district became the Diocese of Wisconsin in 1847, just prior to Wisconsin's statehood. The Diocese of Fond du Lac was formed out of the Diocese of Wisconsin in 1875 and was geographically larger than 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 2021 Parochial Report accounts the diocese as having 3,654 active baptized members in 32 congregations worshipping in 35 locations. Roughly half of these Episcopal churches are in cities with the other half being in villages and towns. A few congregations are in rural communities. Membership tends to reflect the demographics of each community. Average Sunday Attendance was 936, with a median of 28. St. Thomas, Menasha has the greatest ASA (68) with the smallest being Precious Blood, Gardner (5). Over the past 3 years, the ASA changed from 1,619 to 936, a decline of 42% likely impacted by the Covid pandemic.

The official diocesan clerical register reflects as of September 2021 there were 81 clergy canonically resident (2 bishops, 58 priests and 21 deacons). 31 clergy were parochial with 50 non-parochial. 35 were active with 46 retired.

CHANCELLOR

The Chancellor serves as legal advisor to the diocesan bishop, Standing Committee and Trustees under diocesan Canon 2.2., providing legal advice in real estate, contract, human resource, canonical and parliamentary issues. Specifics of such advice and communications are confidential under secular rules governing attorney-client relationship. Services are provided *pro bono* with any direct costs paid for by the diocese.

CHAPLAINS TO RETIRED CLERGY & SPOUSES

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

The program for the ministry to retired clients of the Church Pension Group is designed to distribute information and services, enhancing pastoral care to all retirees, spouses, and beneficiaries through an appointed Diocesan Chaplain. The role of the chaplain is to develop a pastoral ministry to all retirees, spouses, and beneficiaries.

The goals are: to work with the diocese and CPG 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 retiree resource network; to provide pastoral care and support to retirees through visits, telephone contacts and correspondence; to attend with other chaplains the annual Provincial and Triennial Conferences organized by provincial coordinators and CPG

Retirees meet monthly for Chaplain's Chatter, an on-line meeting with coordinators from the CPG Pastoral Care office. "All things" affecting the retired may be discussed.

The change from a Medicare Supplemental Plan to Medicare Group Advantage Plan for medical insurance was a concern as it became effective in 2022. We contacted all our retirees with plan

information to assist with enrollment in this new program. We responded to those who had questions or needed help via e-mail, telephone or in person. We attended the National Conference in St. Paul MN, May 3-6, and were informed by speakers from The Episcopal Church and CPG. Representatives explained in great detail all facets of the Group Advantage Plan so we would be able to help our retirees learn how it affects their health coverage.

We continue to send cards at Christmas, Easter, birthdays and ordination anniversaries. We pray for retirees, spouses and families and assist as much as possible in times of illness and death. We keep the Bishop informed of interactions requiring his attention.

On October 11, 2022 the first in-person gathering of the retired clergy and spouses since the pandemic occurred. It was great just to be together in person once again. Information about CPG benefits and enrollment for the 2023 Medicare Group Advantage Plan were presented. We celebrated Eucharist with our bishop. After sharing a meal together, the Rev. Paul Feider spoke about his new book: "Where Do I Come From? My True Identity."

CLERGY GATHERINGS

Cultivating collegiality amongst clergy, along with connecting with the bishop, makes for a stronger diocese. Clergy in each deanery gather regularly throughout the year for fellowship and mutual support. A Continuing Education Conference was held at the St. Anthony Spirituality Center, Marathon in September 2021 following Covid protocols. A pre-Lenten Clergy retreat held in February 2022 had the Rt. Rev. Jacob Owensby, Bishop of Western Louisiana, as retreat facilitator. The Chrism Mass, including a renewal of ordination vows, was held in April 2022. The Diocesan Office schedules a meeting for the bishop to meet with clergy in their birth month for an annual check-in. Prayer requests for clergy are shared regularly via email.

New clergy to the diocese receive an extensive orientation to the diocese by the Lay Canon for Administration which covers human resource needs as well as overview of the diocese.

CLERGY SPOUSES' COUNCIL

Submitted by Leslie Gunter, Chair

The clergy spouse community has had minimal activity due to the impact of adjusting to the Covid world. Informal connections continue. Plans are being made for a gathering activity in the near future.

COMMISSION ON MINISTRY (COM)

Submitted by the Rev. Monica Burkert-Brist, Chair

The Diocesan Commission on Ministry strives to provide supportive resources and processes to help individuals discern their calling, both in lay and ordained leadership roles in our diocese, our Episcopal church and God's world. We continued to be blessed by people answering the call to serve God in new ways during this past year.

During 2021 the priests ordained in 2020 settled into calls in various parishes and ministries: Julia Hendrix, Rector, St. Mark's, Waupaca; Jerry Molitor, Vicar, Holy Trinity, Waupun; Amy Schmidt Heimerl, Vicar, Ascension, Merrill and Chaplain, Lincoln Hills School; Paul Coey, Rector, St. Peter's, Sheboygan Falls; and David Manley, Priest-in-Charge, St. Matthew's, Kenosha - Diocese of Milwaukee. We postulant for the diaconate: Barbara Foster, St. Paul's Cathedral, Fond du Lac.

Individuals interested in exploring a call to deeper lay leadership in the church or a call to ordained ministry as a deacon or a priest, may start the diocesan process after discussion with their parish priest. The “first” Circle of Light is a series of meetings held among a group of seekers who meet over several months to share their stories of discernment, to pray and learn and engage in fellowship with the help of a facilitator. The goal is to help seekers further discern God’s call to deeper ministry in the church and the world. This past year, despite difficulties posed by COVID, a group of determined individuals completed a first Circle of Light discernment process under the facilitation of Fr. Rodger Patience and Dn. Paul Aparicio. This group now proceeds to discernment with individualized committees organized at the local congregational level (“second” Circle).

Our next “First Circle” may begin meeting early summer of 2023. If you are interested in learning more, please speak to your parish priest and email Mthr. Monica at revmbb16@gmail.com. When enough individuals express interest, a Circle will be organized which meets according to the needs of the participants and the facilitator.

The COM welcomes participation by clergy and lay leaders in activities, leading Circles formation groups and helping train and facilitate discernment committees at the local congregational level. Let Mthr. Monica know if you are interested or know others who would serve well in these roles.

Members: the Rev. Monica Burkert-Brist, Chair, canonically resident; Chris Shaw, St. Peter’s, Ripon; the Rev. John Peterson, retired; the Rev. Dcn. Paul Aparicio, Grace, Sheboygan; Cheryl Dobrzynski, St. Peter’s, Sheboygan Falls; Cathy Cowling, Trinity, Oshkosh; the Rev. Rodger Patience, Holy Apostles, Oneida; the Rev. Chris Arnold, canonically resident. The Rt. Rev. Matthew Gunter serves as an ex-officio member.

COMPANION DIOCESE TASK FORCE

Submitted by Ron Alexander, Chair

There are two major events that I want to highlight for 2021-22. The first is the retirement of Masvingo Bishop Godfrey Tawonezvi. He was the first bishop of the new Diocese of Masvingo in 2001, responsible for building clergy, churches, and programs for the new diocese! A bishop designate, the Very Rev. Osiward Mapika, has been selected with a consecration scheduled this Thanksgiving weekend. The other event to highlight is our very successful Epiphany Appeal to provide funds “for milk cows for Masvingo.” Over \$25,000 was raised from twenty-five of our congregations to establish a sustainable dairy at the Daramombe Mission with its school. Bishop Godfrey had reached out to the Companion Diocese Task Force to ask for assistance in raising money. More than enough was contributed for not only five dairy heifers, but also equipment and supplies needed for the success of the operation.

Our Companion Diocese relationship with the Diocese of Masvingo was initiated in 2016. The mission is to mutually strengthen the bonds of unity, to journey together in our common call: to encourage and engage, learning from each other as we share our human, spiritual, material, and financial resources. Neither is the “contributor” or the “recipient.”

Members: Ron Alexander, chair, Ascension, Merrill; the Rev. Dcn. Mike Burg, Grace, Sheboygan; the Rev. Dcn. Dale Hutjens, retired; Jeanine Limberger, St. Anne’s, De Pere; the Rev. Diane Murray, St. James, Manitowoc; the Ven. Michele Whitford, St. Paul’s, Plymouth; Peter Thelen, St. Luke’s, Sister Bay; the Rt. Rev. Matthew Gunter, *ex-officio*.

CONGREGATIONAL FINANCIAL REVIEW TEAM (CFRT)

Submitted by Anne Peterson, Lead Reviewer

Episcopal Church Canon I.7.1(f) requires all accounts of congregations be audited annually by an independent Certified or Licensed Public Accountant or audit committee 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.

The members of the Congregational Financial Review Team (CFRT) are Anne Peterson, Lead Financial Reviewer, Mark Wegner, and Fr. James Biegler. Another reviewer hired in early 2022 did not work out. Reviews are now on a three-year cycle: the first is a form review, the next an on-site review and the third an informal review of materials submitted. A congregation or cleric may request an on-site visit anytime, especially if there are concerns or a change. Unforeseen events resulted in on-site reviews for 2022 changed to form reviews except for two congregations. The load of reviews per (part-time) reviewer has proven to be too much. We plan next year to hire a financial professional to do all form reviews with the CFRT performing on-site visits. We are hopeful this leads to reviews being completed well before the September 1st deadline.

CONSTITUTION AND CANONS

Submitted by Matthew P. Payne, Chair

Established under authority of diocesan Canon 3.5, the Constitution and Canons Committee is to consider proposals for amendments to the diocesan Constitution or Canons and other matters referred to it. Changes to the Constitution and Canons were proposed and approved by the 2021 Convention and are pending concurrence in 2022. Over the past year, the Chair has reviewed several parliamentary questions from the bishop and several committee members. Members of the committee are the Rev. Carol Amadio, retired; the Rev. Chris Arnold, canonically resident; the Rev. Dcn. Nicci Beeck, St. Paul's, Plymouth; Mr. Steve Brist, Holy Trinity, Waupun; Mr. Matthew Payne, chair, All Saints, Appleton; Mr. Gordon Stillings, *ex-officio* and the Rt. Rev. Matthew Gunter, *ex-officio*.

COVID TASK FORCE

Submitted by the Rt. Rev. Matthew Gunter, Convener

Revision of the protocols and best practices continued to be adjusted as society adapted to the Covid-19 world. More discretion was allowed to congregations with the most recent guidance based on community based risk levels as determined by the Centers for Disease Control ([diofdl.org/covid](https://www.diofdl.org/covid)). The Task Force went on hiatus in September 2022 but will reactivate when warranted.

Members of the Task Force are the Rev. Monica Burkert-Brist, canonically resident; Dr. Pamela Glennon, St. John's, Wausau; Dr. Brad Lauderdale, M.D., St. Thomas, Menasha; the Rev. Christopher Wilkerson, All Saints, Appleton.

CURSILLO (MONARCH)

Monarch Episcopal Cursillo is a ministry of the diocese to help those in the Church better understand their calling to be Christian leaders. The method of Cursillo includes three primary activities: ongoing membership in weekly small-group gatherings at the local or congregational level;

monthly diocesan gatherings (Ultreyas) to promote fellowship and to build further understanding of the faith; 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 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.

If you are not currently receiving Cursillo news and prayer requests but would like to, contact Lay Director John Barnes, laydirector@monarchcursillo.org. 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; the Rev. Dcn. Michael Hackbarth, Cathedral Church of St. Paul, Fond du Lac; the Rev. Dcn. Dale Hutjens, retired; the Rev. Diane Murray, St. James, Manitowoc; the Rev. Dcn. Lisa Ueda, St. Thomas, Menasha; the Rev. Joy Zakrzewski, St. Luke's, Sister Bay; the Ven. Michele Whitford St. Paul's, Plymouth, Chair and the Rt. Rev. Matthew Gunter, *ex-officio*.

The Deacon Council is to help the bishop in the care of deacons of the diocese. At present, there are ten active deacons, ten retired deacons, two of which live outside the diocese. The Rev. Dcn. Bruce A. McCallum, St. John's, Waupaca died February 2, 2022. Deacons spend much of their ministry caring for the physical and mental needs of people inside and outside of the church. It is important to care for the deacons in the same way they care for others.

The deacons of the diocese are faithful in ministry, busy with pastoral care, teaching, praying, preaching, and encouraging. Deacons serve as chaplains, sit on boards that focus giving a hand up and finding ways to combat food insecurities and homelessness. These are just a few of the many ways the deacons bring the needs of the world to the church and the church to the world. Most deacons service in a unseen ways and make Jesus known to a hurting world.

The Deacon Council has opened conversation about deacon compensation that would allow deacons to participate in the pension fund and other benefits. This is an ongoing conversation. General Convention Resolution C047 Establishing Compensation for Deacons states each faith community with a deacon in active service pay a minimum of \$25 a month as remuneration and make the required contribution to the Church Pension Fund for the benefit of the deacon. This Resolution was concurred with referral to an interim body.

The Council shares oversight of the Deacons' School and seeks continuing education programs for the whole diaconal 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. The Deacon Council determined how to allocate budgeted Outreach Funds. For 2021-2022 these went to the Mandolin Foundation and our companion diocese Masvingo, Zimbabwe. Mandolin provides safe and supportive transitional housing that allows people to become independent and productive members of our community.

DEACONS SCHOOL

Submitted by the Rev. Glenn Kanestrom, Dean

The Deacons School serves the people of the diocese of Fond du Lac by educating and supporting those who may become vocational deacons. Class meetings are typically held once a month for 9 months each year and in two semesters. The school functions on a two-year cycle. Year One offers classes in Old Testament, Church History, Christian Spirituality and Diakonia (practical aspects of the Diaconate). Year Two offers Homiletics, New Testament, Theology and Diakonia. Summers involve Field Education and parish experiences.

Instructors are: Old Testament – the Rev. Tom McAlpine, retired; Spirituality – the Rev. Glenn Kanestrom, St. Paul’s, Marinette; Church History – the Very Rev. Patrick Perkins, St. Paul’s Cathedral, Fond du Lac; Diakonia – the Ven. Michele Whitford, St. Paul’s, Plymouth; New Testament – the Rev. Barb Sajna, retired; Theology – the Rev. Glenn Kanestrom, St. Paul’s, Marinette; Homiletics – the Rev. Rodger Patience, Holy Apostles, Oneida.

The tuition for students is \$500 each semester. Each instructor and the dean receive a modest honorarium. The student is responsible for travel and materials expense. It is suggested a student’s home congregation provide for half or more of the student’s expenses.

No students were enrolled in Deacons School in the 2021-2022 year. Those interested in exploring the diaconate should begin by talking to their local priest or deacon and then enrolling in the first Circles of Light process through the Commission on Ministry.

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). Other meetings for laity and clergy of the deanery can be held, but were not last year. The congregation in the deanery are: St. Agnes, Algoma; St. Anne’s, De Pere; Atonement, Fish Creek; Precious Blood, Gardner; 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 and Holy Nativity, Sturgeon Bay and Jacksonport; St. Paul’s, Suamico. The Order of Julian of Norwich, White Lake is present in the geography of the deanery and Mthr. Hilary also attends the clericus.

Clericus meetings were held via Zoom and at St. Anne’s, De Pere with 4 to 11 attending. We met 8 times during the year (typically in months where there were no other clergy meetings or gatherings). The clericus included active and retired deacons, retired and active priests and retired bishops. Information was shared about the diocese and congregations. The time is one for mutual clergy support.

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 goal of clergy is to meet monthly on the second Tuesday. We move from church to church and appreciate the hospitality of the host. The clergy spend time together supporting each other and hearing about the happenings in our congregations. Recent conversation has challenged us to find new ways for our churches to work together and to fellowship. If you would like to do ministry or fellowship with nearby Episcopal churches, help make it happen. We are clear there are limited resources and good stewardship encourages us to share what we have with each other for the good of the Kingdom. Pray for your church and pray for the churches in your deanery.

WISCONSIN RIVER DEANERY

Submitted by the Rev. Mередyth 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.

A highlight of the past year was a deanery picnic held in Rhinelander in July. Nearly 60 folks from churches across our deanery attended, with lots of conversation and pontoon boat rides on the Wisconsin River.

The deanery clergy meet about every three months. Earlier this year, we said goodbye to our colleague, Amma Amanda Sampey who has accepted a hospice call in New Hampshire.

DIOCESAN ARCHIVES

Submitted by Matthew Payne, Archivist

An archive determines what items to keep, keeps them well, and shares them with others. Thanks to the diligence of laity and clergy for nearly two centuries, we are blessed with a significant volume of material amounting to over 200 linear feet from congregations, committees, events, bishops, clergy, laity and other Episcopal entities. In addition to paper documents, there are digital files, video and audio recordings, and other ephemera such as statuary, liturgical items and other physical objects. The physical repository is housed at the Diocesan Office in Appleton.

The most common information request is verification of vital records, such as baptisms, marriages, and deaths. Congregations keep their vital records, so many requests are directed to the congregation. The diocese holds records of closed congregations and look those up when requested. It also holds confirmation records of bishops, another source of verification or comparison to other records. When a research request is received, a nominal fee may be charged to support further operations of the archives.

In addition to regular research related to the operation of the diocese, over the past year we have had baptismal record requests (including those from other denominations, something that happens fairly often), genealogy requests, requests for periodicals (diocesan papers have been scanned making digital copies easier to share), and assistance to researchers. Approximately 40 hours have been used in responding to these requests.

Processing records from closed congregations continue. A complete digital spreadsheet of the clergy canonical register makes researching requests more efficient. Physical objects from the former Blessed Sacrament, Green Bay are stored in the building as they are catalogued and assessed for distribution to others.

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.

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 and 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. A labor-intensive activity is coordinating diocesan events to help those leading to focus energy on its content and reduce worry about logistics.

The diocese owns and manages two properties fully insured under the diocesan insurance policy. The first is in Fond du Lac. Grafton Hall, located behind the Cathedral, 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. They cover 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 Green Bay: the former Blessed Sacrament Episcopal Church, closed in 2021. The facility was taken under diocesan management and is currently rented to Amanda's House, a women's and children's transitional housing. The former worship space is used for storage of church contents as we continue to find each item a new home where it will be used. Once this process is complete, we will donate the remaining liturgical accoutrements to St. Mary's Mission, a liturgical disposition ministry in Pennsylvania. Cash assets are used to cover expenses of maintaining the building.

DISCIPLINARY BOARD OF REVIEW

submitted by The Rev. Chris Arnold, President

The Disciplinary Board is one structure created by Episcopal church and diocesan 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. We remain ready to serve if and when we are needed.

Members: The Rev. Chris Arnold, canonically resident (President); the Rev. Meredyth Albright, St. Augustine's, Rhinelander, the Rev. Dcn. Nicci Beeck, St. Paul's Plymouth; Anne Bullis, Holy Trinity, Waupun; Chris Eggert-Rosenthal, St. James, Manitowoc; Dr. Brad Lauderdale, 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 met 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 Transitional General 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.

EUCCHARISTIC FESTIVAL

Submitted by Matthew P. Payne

Since 1960 we have welcomed members and friends of our diocesan family to an annual Eucharistic Festival. An endowment held in the Diocesan Common Trust provides support for hosting this annual event.

2022's Festival gathered in-person. Friday night featured a choral evensong followed by a banquet with a talk by Dr. Liza Anderson. 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, Dr. Liza Anderson became the first lay person to deliver the homily which may be viewed at diofdl.org/ef. 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" hosted by the good folk of the Cathedral of St. Paul, Fond du Lac.

EXECUTIVE COUNCIL

Submitted by the Rev. James Biegler, Diocesan Secretary

Anticipating a final, second-reading action by the 2022 Diocesan Convention to amend the Constitution and Canons of the Diocese to combine the Executive Council and Trustees into a single body, the two groups have been meeting jointly since the 2020 Convention.

The Executive Council, established and described by the canons of the diocese, functions as the "Vestry" of the diocese and oversees its regular operations. The Council membership includes the officers of the diocese: the Bishop, Treasurer Jeanine Limberger, St. Anne's, De Pere, and 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; and elected and appointed persons: Richard Ackley, Holy Apostles, Oneida; the Rev. Dcn. Nancy Behm, Trinity, Oshkosh; the Rev. Portia Corbin, St. John's, New London; Richard G'Sell, St. Matthias, Minocqua; Steve Larson, Grace, Sheboygan; the Very Rev. Patrick Perkins, Cathedral of St. Paul, Fond du Lac; Pat Pfeifer, St. Mark's, Waupaca; Harry Rice, Intercession, Stevens Point; the Rev. Canon Wilson Roane, retired, the Rev. Amanda Sampey, formerly St. James, Mosinee, Ivy Windorf, St. Augustine, Rhinelander, and Armida Zapien-Kimps, St. Anne's, De Pere (resigned mid-term.)

The Council meets monthly, generally via 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.

The Trustees, all of whom are also currently members of the Executive Council are: the Bishop, the Treasurer, Richard Ackley, the Rev. Dcn. Nancy Behm, Richard G'Sell, Steve Larson, Pat Pfeifer, Harry Rice, the Rev. Canon Wilson Roane, the Rev. Amanda Sampey, and Armida Zapien-Kimps (resigned mid-term.) The Trustees have responsibility for the Diocesan Common Trust, the permanent funds of the diocese (endowment, mission, infirm clergy) and certain temporary funds placed under their supervision. They also oversee the several loan funds of the diocese and approve any sales of real property held by the diocese. As with the Executive Council, full detail of the activities of the Trustees 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

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.

The Covid Pandemic has halted the process temporarily. 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. If your congregation is interested, please contact a member of the training team: Bishop Gunter, Cathy Cowling, or the Rev. Jane Johnson.

FINANCE COMMITTEE & TREASURER

Submitted by Jeannine Limberger, Diocesan Treasurer

Members of the Finance Committee are Jeanine Limberger, Chair, St. Anne’s, De Pere, the Rt. Rev. Matthew Gunter, Brock Brownrigg, St. Peter’s Sheboygan Falls, the Rev. James Bigler, canonically resident, John Eggers, St. Anne’s, De Pere, Bill Metcalf, St. John’s, 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

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 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; make a recommendation to the Committee on Certification of Lay Delegates regarding compliance of congregations completing their pledge, financial review, and filing their Parochial Report; consider other items of financial consequence that may be requested of it by a committee, commission or entity of the diocese.

The 2021 diocesan budget ended with a surplus, planned to cover a deficit in 2022. We may have returned to “normal” with many of us are back in church, but a good percent are still watching church on the internet. Most churches seem to be doing ok in the wake of the Covid epidemic. Finances have remained constant throughout the year.

The diocese manages about 40 non-operating funds with around 2.4 million in investments, some of which support the operating budget.

I 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.

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 2020-21, income has been received and deposited, bills are paid. Regular reports have been made to the Executive Council, Finance Committee and Trustees. The 2021 audit of financial records was completed and the report was positive.

GENERAL CONVENTION

Submitted by the Rev. Ralph Osborne, Deputation Chair

Your deputies to the 2022 General Convention of the Episcopal Church were: Lay Deputies: Cheryl Dobrzynski, St. Peter’s, Sheboygan Falls, Anne Peterson, St. Thomas, Menasha, Richard Ackley, Holy Apostles, Oneida; Clergy Deputies: The Rev. Meredyth Albright, St. Augustine’s, Rhineland, The Rev. Ralph Osborne, Chair, St. Thomas, Menasha, The Ven. Michele Whitford, St. Paul’s, Plymouth

The General Convention was originally scheduled for the summer of 2021, but due to COVID it was moved to the summer of 2022. We gathered with our Bishop and with 800+ deputies and over 100 other bishops. We participated in a much shorter General Convention due to the ongoing struggle with the COVID pandemic. While we met to work on legislation for four days instead of 8-9 days, much of the committee work was done in the months leading up to our convention. It was a great deal of prep work, but made the shortened convention work well. While we met in the convention halls, we all wore our masks and did our best to keep some physical distance. There were daily totals of deputies who tested positive for COVID while we were there and the numbers remained low.

In early September, the deputies met with people from the diocese via Zoom to present the content of the convention and to answer questions. Your deputies are still available for conversation. The next General Convention is only two years away, which will get the church back on a three-year cycle. Deputies will be elected at our 2022 diocesan convention. Consider placing your name in that election.

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) and then a volume from 1980-2013 (Bishops Stevens and Jacobus).

INTAKE OFFICER

Submitted by the Rev. Ralph Osborne, Intake Officer

If you go to the Episcopal Church website and search for Title IV, you will learn about how our denomination addresses disciplinary issues pertaining to clergy. On that site you will read, “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.” The Episcopal church takes the issue of safety in the church very seriously, and if there is concern about possible misconduct, a report is made to the Intake Officer of the diocese.

Title IV is not a substitute for conversations working to heal the normal hurts and stresses of parish life. Conversations with the Intake Officer are welcomed when considering making a report or about understanding the process in advance. Conversations are kept in strict confidence.

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

Submitted by Martina Mims, Co-Chair

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.

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. Dcn. Brien Beck, St. Barnabas, Suamico; the Rev. Dcn. Lisa Ueda, St. Thomas, Menasha; the Rev. Julie Hendrix, St. Mark's, Waupaca; Erin Wolf, All Saints Appleton. 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 September 2022, we hosted our first in person meeting since Covid. diofdl.org/mosaictf.

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 nuns, Oblates and Associates. The 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 work and study, 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 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, also without charge.

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.

PROVINCE V

Submitted by Chris Eggert-Rosenthal, Executive Board Representative to Province V

The Executive Board of Province V has a representative of each of the 14 dioceses of the province, elected officers, and two Episcopal Church Executive Council members from Province V. You may see who they are at provincev.org/exboard. I was appointed for the Diocese of Fond du Lac earlier this year.

Several resolutions were passed which will go on to General Convention which include: Resolution in opposition to surveillance, detention of immigrants and asylum seekers; resolution on suicide prevention in the church expand to outreach, training to all church members. recognition of suicide as related to bullying, racism, gender identity, mental health issues; resolution to enhance to collaboration between the Episcopal Church and provinces and dioceses by enhancing the mission, ministries and networking of provinces by facilitating the partnership between the Episcopal Church and Provinces and supporting Provinces in canonical responsibility; resolution to continue support against Human trafficking in Province V. A resolution to forward a resolution commemorating Barbara Clementine Harris was not passed. Of special note is that Bishop Matt has been elected as the Vice-President of the Province.

The primary work of Province V is done through networking groups. Each have a web presence. Based on the province experience, a diocesan level could do more networking via media with congregations doing similar work to share ideas. This has great potential in my humble view. We have a number of people from the Diocese of Fond du Lac who participate, but need to encourage many, many more to get plugged in.

Each provincial network may be accessed at provincev.org/networks. Anti -Human Trafficking; Archivists; Clergy Spouses; Creation Care; Dismantling Racism; Intergenerational/ All-Ages worship; Lay Led Congregations; Migration Ministries; Ministry in Resort Communities; Prison/Jail Ministries; Public Theology; Recovery Ministries; Suicide Prevention; Youth; Young Adult/Campus Ministry Further information 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:

Ordinations to the Diaconate None

Ordinations to the Priesthood None

Letters Dimissory received John Vaillancourt Connelly, priest, from Chicago, 28 April 2022

Called to Cure Paul S Coey, to St. Peter's, Sheboygan Falls, 15 December 2021

Jerome Peter Molitor, to Holy Trinity, Waupun, 13 October 2022

Departed Cure Amanda Louise Sampey, Served St. James, Mosinee, 10 July 2022

Letters Dimissory sent Brian M. Beno, priest, to Southwest Florida, 5 April 2022

David Brent Manley, priest, to Milwaukee, 26 July 2022

Deaths of Clergy, Canonically Resident

Bruce Allan McCallum, deacon, 2 February 2022

Edwin Ball Smith, priest, 4 August 2022

Deaths of Clergy, Previously Canonically Resident

Melvin L. Lowe, priest, 19 April 2022

Deaths of Religious None

Removal from Ministry Marie Therese Gray, 18 July 2022

SAFER CHURCH

Submitted by Erin Wolf, Diocesan Youth Ministry Coordinator

The Episcopal Diocese of Fond du Lac, in conjunction and cooperation with the Episcopal Church, continues to work to attempt to create a safer church by encouraging members of the diocese to complete online modules aimed at preventing the abuse and exploitation, sexual and otherwise, of children, youth, vulnerable adults, and other vulnerable people within church settings. The modules have been updated and shifted from SafeGuarding Online™ to Safe Church, Safe Communities via Praesidium Academy. These modules are accessible courtesy of a maintenance contract between Church Pension Group and Praesidium, which allows Episcopal groups to access courses in Praesidium Academy.

As of August 2022, all the old “SafeGuarding” courses, which nearly 700 users within the Diocese of Fond du Lac have completed between 2008-2022, have been decommissioned and are no longer available. That said, users may notice that other past modules are still available - these are courses offered through Praesidium and are not part of the SafeGuarding curriculum. The new Safe Church, Safe Communities modules provide clear theological context to this important work of raising awareness of issues and understanding surrounding abuse prevention, as well as updated information rooted in continued research and fuller inclusion of care for vulnerable persons and groups within the church.

In March 2022, Bronwyn Clark Skov became the first Manager for Safe Church, Safe Communities on the Presiding Bishop’s staff. Along with the Council of Advise, work is being done to put out training materials in Spanish, to further website development and interface with Title IV procedures, to create an all-purpose manual together for trainers, and so forth. Currently, the EIGHT new Safe Church, Safe Communities modules are all available (English only) through Praesidium Academy, with more additional courses being added as needed and as resources allow. Some of the new courses have already been integrated into required Abuse Prevention training for the 2022 EpiscoWisco Camp staff.

With new modules now available, a diocesan task force will be formed to ensure our diocesan policies and procedures are in compliance with the model policies enacted in 2018 by the Episcopal Church. Enrollment is through diofdl.org/prevention, and the webpage also includes multiple resources for background checks and other prevention resources. You may also stay updated with changes regarding Safe Church, Safe Communities at episcopalchurch.org/safe-church.

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.

Matthew P. Payne, diocesan archivist, serves as a consultant for SHN in taking care of its archives after the sale of its Green Lake property. Materials are in an adjacent office to the Diocesan Office in Appleton but soon to be transferred to The DeKoven Center in Racine, which will be their permanent home.

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 Ven Dr. Edwin Smith, retired; Sarah Gilbert, All Saints, Appleton, the Rev. Dr. John Throop, retired; Chris Sampson, St. Anne's, De Pere; the Rev. William Bulson, Grace, Sheboygan; Anne Peterson, St. Thomas, Menasha.

TRANSITION MINISTRY OFFICER

Submitted by the Rev. Meredyth Albright, Transition Ministry Officer

The Transition Ministry Officer is responsible for guiding and assisting congregations in the transition process that leads to the calling of the next priest. This process may include assisting the congregation in assessing itself and determining 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. Peter's, Sheboygan Falls, where Fr. Paul Coey has been called to serve.

At the writing of this report, St. John the Baptist in Wausau is interviewing candidates. St. Luke's, Sister Bay is also in the interview process. St. Matthias, Minocqua planned to have its profile and related materials completed and to begin advertising for a next rector by the middle of October.

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. Thanksgiving starts when we recognize and name our many daily blessings.

Those who participate discover that thankfulness leads to generosity. UTO is entrusted to promote, receive and distribute offerings in support of 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.

Does your congregation want to know more about how to incorporate UTO into 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. Cheryl loves meeting the people of the Diocese as well as sharing what UTO is all about. 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 several ways and sponsors a variety of events. wichurches.org

YOUTH MINISTRY

Submitted by Erin Wolf, Diocesan Youth Ministry Coordinator

Much of the diocesan youth work in the last year has focused on building relationships within the three Episcopal dioceses in the state of Wisconsin through our summer camp program. In the spirit of cooperation, we moved from Diocese of Fond du Lac specific branding to embrace Episcopal Diocesan Summer Camp, informally known as “EpiscoWisco Camp”. We had a good showing of campers from the dioceses of Fond du Lac, Milwaukee, and beyond, and thankfully, we were able to still hold camp in-person and without any known cases of COVID-19. Our EpiscoWisco Camp sessions were held June 12-25, respectively, at Waypost Camp in Hatley, WI (the same site used in 2021).

We again kept up with recommendations from the CDC, local & state health departments, Episcopal Camps & Conference Centers, and the American Camping Association. All these mitigations were done in connection and cooperation with guidelines set out by Crossways Camping Ministries and recommendations from Dr. Bradley Lauderdale, St. Thomas, Menasha, our diocesan advising camp doctor for 2022.

Regarding EpiscoWisco Camp 2023, Waypost & Crossways are delighted to have our campers & staff return next summer for another camping season. We highly encourage folks to check out our newest EpiscoWisco Camp promotional video to see some of what we did in 2022! In the meantime, several of our staff will be participating in the Crossways Homecoming fundraiser event on October 8, 2022 at Waypost Camp. We are also thrilled to bring back the overnight Diocesan Youth Fall Lock-In event, which will also be held at Waypost Camp Nov. 18-20, 2022

Summer Camp 2022 Leadership Senior Camp: Fr. Tyler Richards (St. Anne’s, De Pere), Athena Merath (Diocese of Milwaukee), Middler Camp: Bekah Scolare (St. Barnabas, Suamico); Fr. Chris Arnold (canonically resident); Mthr. Portia Corbin (St. John’s New London); Dcn. Bill Dunlop (Diocese of Milwaukee). Junior Camp: Molly Walter (St. Thomas, Menasha); Fr. Rodger Patience (Holy Apostles, Oneida); Amma Diane Murray (St. James, Manitowoc). Kinder Camp: Chris “Nature Lady” Lilek (Non-Diocesan); Amma Diane Murray; Athena Merath. Camp Director: Erin Wolf (All Saints, Appleton)

Thanks to: EpiscoWisco camp staff & campers/families, medical professionals, Bishops Matt Gunter & Jeff Lee, Matthew Payne, Lisa Baltes, leadership within the Dioceses of Milwaukee & Eau Claire, Waypost/Crossways staff, donors, congregations, Zack Whitford of Whitford Media, and EVERYONE who made EpiscoWisco Camp 2022 possible!

FINANCIAL REPORTS

For the year ending December 31st, 2021. Independent Auditors Report of Erickson and Associates on file.

Budget Summary	
INCOME	
Pledges from Congregations	438,354
Investment Income	67,104
Other Income	122,287
TOTAL	627,745
EXPENSE	
Vital Congregations	7,537
Prayer and Worship	12,891
Missionary Church	123,571
Canonical and Governance*	477,12,
TOTAL	591,121
Operating Surplus	36,624
<i>Deficit funded from Operating Fund</i>	
<i>*Grouped for accounting purposes. For program purposes may be divided between other categories.</i>	

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 for their benefit. The end of 2021 market value was \$8,649,068 (\$5,558,062 in congregational investments and \$3,091,006 in diocesan investments). 26 congregations or entities hold investments in the DCT.

Funds Summary	Cash/ Receivable	Invested
Operating Funds	64,372	2,210,334
Non-Operating & Designated Funds		
Altar Guild	701	
Archives	1,079	
Bishop's Discretionary Fund	9,056	76,995
Cemetery Care	0	16,986
Church Development	1,296	
Companion Diocese	7,635	
Congregational Vitality	33,383	
Convention	399	
Deacons School	(2,097)	
Diocesan Initiatives	22,613	
Episcopal Fund for Human Needs	7,893	
Education for Ministry	1,205	
Faithful Innovation	3,903	
Green Bay Property Holding	18,444	91,403
Tomahawk Property Holding	1,984	
United Thank Offering	0	
WCC Community Investment	0	2,056
Youth Work	10,426	86,006
Reserve Funds		
Fond du Lac Property	19,966	
General Convention	16,918	
History Publication	3,530	
Lambeth	1,625	
Outreach	(552)	
Sabbatical	9,688	
Succession	69,725	
Restricted Funds		
Amann Continuing Education	9,163	59,603
Butler Seminarian Support	0	13,999
Diocesan Organ	199	14,747
Eucharistic Festival	(473)	22,525
Fey Seminarian Support	0	160,685
Green Bay Area	0	34,726
Stevens Mission	5,003	61,495
Zimmer Seminarian Support	0	12,807
Loan Funds (Administered by Trustees)		
Capital Discretionary	(1,143)	113,597
Roddis Revolving Loan	0	104,215
Loans Receivable (Administered by Trustees)		
Capital Discretionary	44,474	
Roddis Revolving Loan	86,700	
Tomahawk Land Contract	89300	8,827
TOTAL	536,415	3,091,006

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. The 2021 performance net of fees was 11.21%. The performance (net of fees) since 2009 is 6.33%.

A fixed distribution of up to 5% of the market value is allowed with participants determining their level of distribution each year. 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 September 2022 is 52.4% equity, 36.8% fixed income and 10.8% alternative assets and cash. Included in the allocation is an 8.3% investment in Socially Responsible Investment/Environment, Social, Governance (SRI/ESG) funds. The Trustees approved direct investing in this area in 2019.

Participant Investments DCT 12/31/2021

	Ending Market Value with Accruals
Algoma, St. Agnes (7 Accounts)	231,525
Amherst, St. Olaf (2 Accounts)	16,124
Antigo, St. Ambrose (3 Accounts)	16,234
Appleton, All Saints (11 Accounts)	1,183,628
De Pere, St. Anne (1 Account)	95,571
Eagle River, St. Francis (1 Account)	42,779
Fond du Lac, St. Paul Cathedral (2 Accounts)	640,529
Gardner, Precious Blood (2 Accounts)	4,010
Manitowoc, St. James (1 Account)	298,647
Minocqua, St. Matthias (6 Accounts)	439,041
New London, St. John (1 Account)	11,459
Oneida, Holy Apostles (3 Accounts)	559,203
Rhineland, St. Augustine (6 Accounts)	54,293
Ripon, St. Peter (4 Accounts)	143,391
Shawano, St. John (2 Accounts)	39,601
Sheboygan Falls, St. Peter (5 Accounts)	615,526
Sister Bay, St. Luke’s (1 account)	173,099
Sisterhood Of Holy Nativity (1 Account)	120,624
Stevens Point, Intercession (3 Accounts)	458,388
Sturgeon Bay & Jacksonport, Christ the King Holy Nativity (2 Accounts)	26,8504
Suamico, St. Paul (6 Accounts)	11,744
Waupun, Holy Trinity (5 Accounts)	122,624
Wisconsin Rapids, St. John (1 Accounts)	11,518

PAROCHIAL REPORT DATA

Every year Episcopal congregations complete a two-page Parochial Report. By comparing it with 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.

Of course 2021 figures must be viewed through the lens of the effects of the pandemic. While certain changes were made in the report to accommodate some of these impacts, the numbers reported are not an apples to apples comparison to past years.

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.

2021 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	10	49	0	1	0	0
Amherst	28	22	6	13	33	0	0	0	0
Antigo	11	11	0	8	25	0	0	0	0
Appleton	218	151	6	28	65	0	3	1	0
De Pere	276	138	20	58	50	0	0	1	4
Eagle River	11	11	5	10	34	0	0	0	0
Fish Creek	0	0	0	50	25	1	6	0	0
Fond du Lac	177	113	23	42	43	0	0	2	5
Gardner	7	7	4	5	48	0	1	0	0
Manitowoc	79	72	6	26	31	0	3	2	0
Marinette	82	65	0	31	47	0	2	0	0
Menasha	817	712	42	62	87	2	9	3	4
Merrill	54	54	0	15	24	0	3	2	0
Minocqua	178	158	20	44	36	0	1	1	0
Mosinee	51	40	0	10	0	1	2	3	0
New London	62	51	0	31	0	0	0	4	0
Oneida	280	81	3	33	47	0	12	3	1
Oshkosh	150	90	3	50	64	1	4	2	0
Plymouth	107	107	10	31	51	0	1	3	1
Rhineland	78	70	7	18	953	0	0	4	10
Ripon/Wautoma	68	45	2	28	69	0	0	0	6
Shawano	25	17	1	21	23	0	0	0	0
Sheboygan/Elkhart Lake	162	155	20	55	81	0	3	1	0
Sheboygan Falls	105	75	3	16	43	0	0	1	0
Sister Bay	106	103	0	38	66	0	1	0	0
Stevens Point	132	106	20	50	64	0	0	0	0
Sturgeon Bay/Jacksonport	46	46	20	25	68	1	0	0	0
Suamico	28	19	3	16	34	0	5	1	1
Waupaca	86	86	10	43	55	1	2	1	3
Waupun	42	35	2	12	51	0	1	0	0
Wausau	113	78	0	25	0	0	0	0	0
Wisconsin Rapids	56	54	15	32	39	0	1	0	0
TOTALS	3,654	2,791	261	936	2,305	7	61	35	35

2021 Diocese of Fond du Lac Financial Information

City	Plate & Pledge	Operating Revenue	Total Revenue	Operating Expense	Total Expense	Cash	Investments
Algoma	49,729	52,996	52,996	52,947	56,010	26,536	244,517
Amherst	37,348	37,348	43,748	19,795	35,919	148,527	53,463
Antigo	11,987	15,487	23,487	25,324	25,324	84,720	17,605
Appleton	192,277	298,881	347,581	304,211	364,508	45,639	1,265,961
De Pere	265,517	310,377	317,861	263,146	266,297	107,722	827,672
Eagle River	29,588	29,588	31,127	24,152	25,691	29,185	56,410
Fish Creek	57,130	81,300	123,215	56,937	89,788	167,980	1,040,005
Fond du Lac	88,095	142,347	186,958	158,014	197,330	20,185	1,373,428
Gardner	3,730	9,956	9,956	9,160	9,160	36,749	0
Manitowoc	96,599	102,634	199,856	186,506	275,044	40,317	262,537
Marinette	99,496	99,517	99,517	111,225	111,225	112,177	0
Menasha	463,477	561,250	829,031	556,668	704,026	491,322	3,329,815
Merrill	35,036	85,036	88,046	23,847	64,723	56,316	0
Minocqua	159,330	161,585	421,537	156,736	393,285	404,167	476,118
Mosinee	23,815	34,100	36,308	24,927	25,327	26,277	102
New London	56,641	56,641	130,543	54,587	129,069	61,079	7,354
Oneida	80,449	132,956	138,446	113,675	121,897	35,415	591,118
Oshkosh	192,273	274,935	388,502	286,376	342,043	15,859	2,526,035
Plymouth	70,074	98,972	103,057	99,512	102,630	93,259	0
Rhineland	51,209	205,840	210,009	190,873	209,428	31,435	1,760,694
Ripon/Wautoma	52,328	171,717	178,277	162,602	175,646	82,776	802,021
Shawano	19,788	21,586	21,586	20,356	24,370	7,188	144,980
Sheboygan/Elkhart Lake	279,732	341,881	611,934	366,664	483,568	217,029	0
Sheboygan Falls	102,095	168,441	174,209	153,426	161,092	46,655	598,783
Sister Bay	120,122	130,122	972,531	126,169	224,630	104,874	1,082,083
Stevens Point	133,742	144,100	144,100	152,712	152,712	245,558	476,305
Sturgeon Bay/Jacksonport	98,330	99,763	99,763	110,913	112,538	133,438	28,743
Suamico	49,765	153,412	159,605	122,769	129,929	42,331	12,736
Waupaca	156,244	156,244	164,409	103,723	126,238	50,731	0
Waupun	18,737	61,750	73,128	70,623	123,802	48,293	118,990
Wausau	143,965	145,095	152,921	162,354	164,542	133,715	1,672,047
Wisconsin Rapids	66,166	74,366	87,956	77,389	106,509	81,487	528,112
TOTALS	49,729	52,996	52,996	52,947	56,010	26,536	244,517