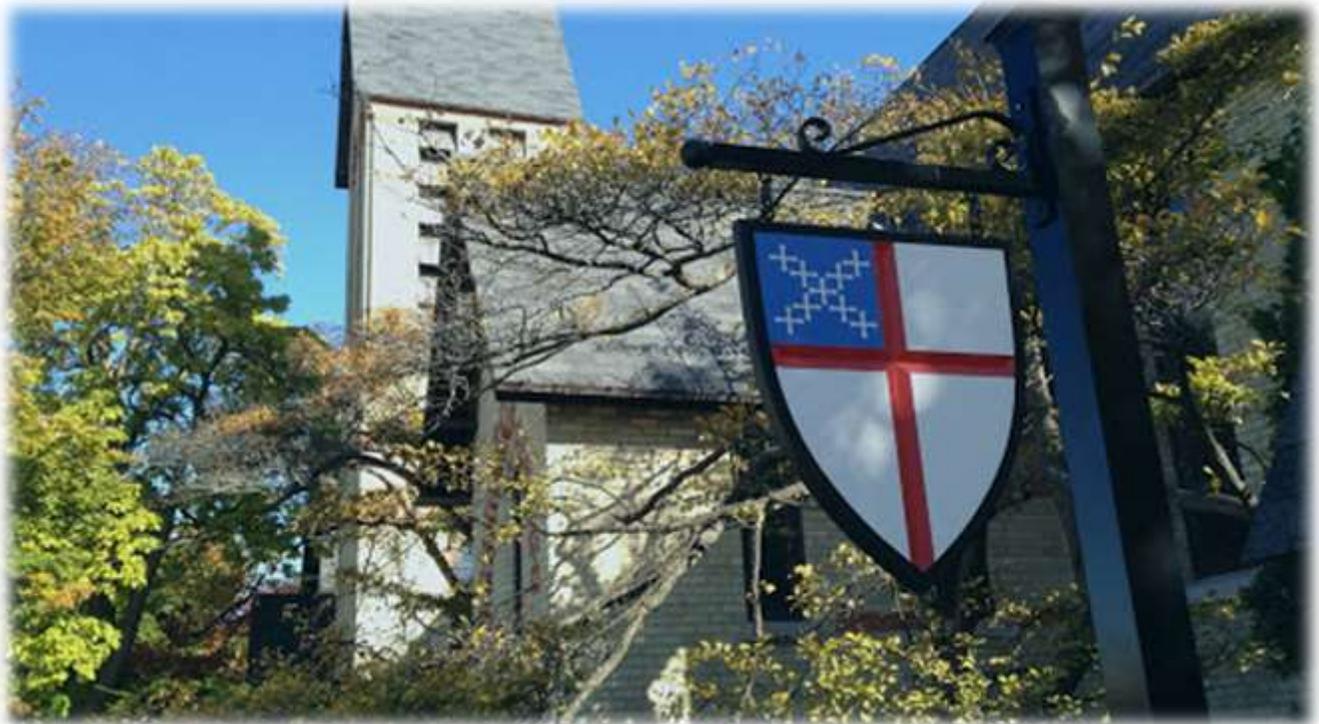


# Grace Episcopal Church



**Sheboygan, Wisconsin**

Parish Profile

Published July 2020

[gracesheboygan.com](http://gracesheboygan.com)

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## INTRODUCTION

Grace Episcopal Church is an Anglo-Catholic congregation with a heavy emphasis on outreach to the community, a love of learning, and a deep appreciation for the holiness and beauty of worship. Since the retirement of our former rector, we have been engaged in reflection and discernment about the next phase of our life in Christ. We look forward to welcoming our next Rector as we continue to celebrate our Anglo Catholic heritage, as well as seek to grow in faithful response to where God calls us.

We are an established presence in the community, with doors and hearts that are open to all. There is an open invitation to come and worship with us.

GOD HAS NO HANDS BUT OURS  
GOD HAS NO FEET BUT OURS

Come and join us as we share the love of Christ with our family, friends, and neighbors throughout God's Kingdom!



GRACE EPISCOPAL CHURCH  
1011 N. 7<sup>th</sup> Street  
Sheboygan, WI 53081  
[gracesheboygan.com](http://gracesheboygan.com)  
[facebook.com/gracesheboygan](https://facebook.com/gracesheboygan)  
[Grace Abounds youtube.com/c/graceabounds](https://youtube.com/c/graceabounds)

## OUR HOPES, DREAMS AND CHALLENGES

Our common bond of faith, worship and relationship brings together a congregation of many theological perspectives, opinions and political views. And like a family, we have disagreements, periods of change and turmoil, and challenge. Because of our common bonds we are also blessed with times of growth, excitement, and amazing Grace.

Collectively, we are happy with our worship services and music. It is our spiritual center, whether newly adopted or known since baptism, and one that we gladly share with all. It unites and sustains us. Continuing the rich sacramental and liturgical life, with its emphasis on beauty and strong preaching, is of value to the congregation.

We seek to deepen our spirit of hospitality through greater inclusivity and diversity. All are welcome to worship at Grace Church regardless of color, or orientation. Unequivocally, the congregation rejects racism in all forms.

We are in a period of discernment with respect to the sacrament of same sex marriages, of which there are a variety of differing positions. The parish is seeking further discourse to develop our path forward on this specific subject. Through transparency and respectful dialog, we will discern our way; and we seek a priest who will guide us through this discernment.

One of the many blessings of Grace Church is our vibrant lay leadership. Whether addressing an immediate need, such as the Covid-19 pandemic, or a long-term need through the efforts of Love Inc, the parishioners of Grace have always been willing to lend a hand and a prayer as well as financial support. It is through our efforts in the community and the world that we show our love of Christ and practice evangelism. It is our desire to grow, to share our faith, and to share God's love and healing powers. We are looking to deepen our involvement in outreach ministry, expanding what has historical been primarily financial support to more hands-on engagement.



We are focused on a bright future. It is the congregation's desire to grow while tending to our current members. We are a small parish with representation of all ages. One of our challenges is balancing the pastoral needs of both young and old. Additional goals include increased pastoral care and increased support of our Youth Ministry.

Communication is key. Utilizing a mix of traditional and modern communication methods, while maintaining transparency with all, will serve us well. Our parish family is excited to call a new rector who will lead us as we look to the future and all the opportunities and challenges it will bring.

## OUR NEXT RECTOR

Our congregational discernment workshop overwhelming identified inspired preaching as the most important attribute for our new rector. Our next rector will focus on preaching to communicate, to celebrate and to challenge us. Scripture based, intellectual sermons thoughtfully relating to life today are desired. Preserving our Anglo-Catholic tradition of worship, weekday services and our musical liturgy are core to our parish life and are traditions we would like to maintain. An appreciation for music is also desired, given the prominence of music within our worship services, especially our Easter Vigil and Christmas Eve Masses, as well as special events and concerts held at the Church.

We are seeking a rector whose leadership style is collaborative and is approachable for all ages. Grace has a strong history of lay leadership, encouraged by previous rectors. It is our hope that our next rector will continue to equip, motivate, and empower us for ministry, both within the congregation and in the wider community.

Pastoral care is important. At various times we have experienced inconsistent care for older members, and this is a real need. We seek a rector who can offer pastoral care to all ages. We are particularly concerned that our older members receive the pastoral care they need.

Christian formation for all ages is practiced at Grace Church. Looking forward, our new rector will also make formation a priority, providing leadership and inspiration. Ministry and Outreach continue to play a vital role in our parish life, and we are looking for our new rector to support these endeavors. Grace Church is ready to embark on the next chapter of our history.

## THE HISTORY OF GRACE CHURCH

Grace Episcopal Church was established in 1847; and has thrived over the 170 plus years in the Anglo-Catholic tradition at the same location of 1011 North 7<sup>th</sup> Street.

Blessed with many gifts and talents, the parish has worked to support not only its own ministries and the Diocese of Fond du Lac, but also the community as well. Grace Church strives to be an innovator. The first Boy Scout Troop in the State of Wisconsin was founded at this parish, and its companion Troop, 801 is still active today. The first gymnasium in the city of Sheboygan was housed at St. Nicholas Hall. In the 1980s Grace Episcopal Church welcomed the Hmong refugees to the parish, establishing a ministry to ensure their integration into the community. During that same time, the parish also supported and trained female acolytes, opening a new opportunity for service. Grace also served as a launch pad for St Jude's Child Care, establishing quality childcare for children in need throughout the community. Blessed with steady growth, the Child Care evolved into Sunshine and Smiles, a stand-alone entity, and that eventually moved into a larger facility. Currently, we welcome many groups to the Parish Hall and meeting rooms, including AA, The Sheboygan Fencing Club, Rainbow Kids, and Boy Scout Troop 801.

Another unique facet of Grace Church and its congregation is its history of raising up priests and deacons, and its past support of seminarians. Currently, we have a member of the congregation who is a postulant for holy orders. During the 1990s, Grace supported seminarians by providing internships and a taste of parish life during the students' second year at Nashotah House. It was an opportunity for the parish to meet priests-in-training, and for the seminarians to experience the joys and challenges of an active parish prior to graduation. This vibrant parish is looking forward to the next 175 years with faith and hope.

### MISSION STATEMENT

To love God, to love others, and serve God's world.

## TO LOVE GOD

### WORSHIP

As an Anglo-Catholic parish, Grace Episcopal Church celebrates the Eucharist with joy and thanksgiving. Centrality of worship and preaching are critical to us. On Sundays, we offer two Rite II masses, each with a distinctive worship style. The 8 a.m. mass is a low church mass and is more contemplative. At 10:15 we celebrate a high church liturgy with incense, music, the priest, a deacon, oftentimes a sub-deacon, and four to six acolytes. Music is a fundamental



part of our worship. We pray for many, whether members of our parish, or those who are dear to us, and lift our prayers and petitions to God. The Sermon engages, comforts and or challenges the congregation, based on the Holy Gospel. Following Communion, those wishing to receive anointing and or prayers for healing stop at the Chapel of Our Lady of Walsingham. The prayers are led by a lay team.

In addition to the Sunday services, we are blessed with daily opportunities for prayer and or worship. Each weekday we start with the Daily Office. Monday evenings we offer Shrine prayers and corporate Rosary. Tuesday evening, Evening Prayer and Shrine prayers are said, which are then followed by a said mass at 5:30 p.m. celebrated in Christ the King Chapel. It is an intimate setting, allowing for a more interactional experience, with petitions proffered by the congregation. Thursday mornings celebrate mass at 9:00am.



Major Feasts are also celebrated with special masses, oftentimes followed by additional educational programs or fellowship. Our weekend and major Feast services, as well as some of our Adult Formation classes are live streamed via Grace Abounds ([www.graceabounds.com](http://www.graceabounds.com)/ YouTube).

## MUSIC

Music is an important part of worship and ministry at most churches; at Grace, music is paramount. It is an extension of the hearts of many of the congregation. We rely on the organ to lead us in worship through carefully chosen hymns, songs, and chants, as well as high quality, expressive music played throughout the service as prelude, postlude, and interludes. Most of the music offered tends to be classical and or traditional in nature, rather than contemporary. Grace has always employed exceptional musicians as organists and choir masters, and that tradition continues with our current part-time Organist and Choir Master, Dr. R. Benjamin Dobey.

Grace's choir is a small, dedicated group of amateur and professional singers. From September through May, the choir provides at least one anthem at each service in addition to leading the congregation in the singing of psalms and other service music. The Choir provides brilliant music for the Easter Vigil, Easter Sunday, Lessons and Carols, and Christmas Eve Masses, adding joy to these special High Feast Masses.



As funds permit, additional instrumentalists accompany the choir and to provide additional music for special services. In past years, Grace's music program also included a concert series and regularly scheduled sung compline.

## WALSINGHAM

Grace Episcopal Church is home to the Proto Shrine of our Lady of Walsingham, established in 1930. The Reverend A. Parker Curtiss, then Rector of Grace, had visited the shrine in Walsingham, England many times. He proclaimed that we would have one in North America! He commissioned a replica of the statue of Our Lady and the Christ Child, which is similar to the Shrine in England. In 1951 the Reverend William Elwell publicized Sheboygan as a pilgrimage site, and that was the birth of the very first pilgrimage. Over the years, visitors from around the world have been drawn to the little Walsingham Chapel at Grace each October for a two-day spiritual retreat.



It is difficult to express the beauty and pageantry and the absolute holiness of each pilgrimage. It is a time of spiritual fulfillment and renewal which is so needed in our world today. Many times, parishioners will simply sit in the chapel and pray the rosary or bring their petitions to Our Blessed Mother.



Our Lady of Walsingham represents a special ministry within Grace Church. It is the namesake of our parish foundation and a beautiful chapel within our church. While attendance has been near capacity, recent years have seen a decline, even from members of the congregation. As we look to the future, this ministry needs revitalization. The Pilgrimage represents an opportunity to re-engage our congregation and community at large.

## ALL SAINTS CHAPEL

Nestled in Elkhart Lake, approximately 25 miles from Sheboygan, All Saints Chapel is under the ownership and supervision of Grace Episcopal Church. During the 1930s it was determined a chapel was needed to offer the Eucharist to Episcopalians during the summer months. Over the next decade Father A. Parker Curtis began celebrating mass in a specific room at a local hotel, which came to be known as St Francis by the Lake. As time progressed and more came to worship, a more formal venue was desired. Parishioners, working with Bishop Brady, secured land and designed All Saints Chapel. The chapel was consecrated in 1951 by Bishop Brady, for use during the summer and as need arose.



Today the Chapel is a welcoming environment for all who visit Elkhart Lake. Holy Eucharist is celebrated every Sunday from Memorial Day through Labor Day by a supply priest, who has been a regular for several years. Services are full to overflowing, with many sitting on the lawn, and attracting both Grace Church parishioners and vacationers. It has served as an ecumenical outreach and attracted new members to Grace. It has been a popular site for weddings in its 70 years. Hubertus Hall was built several years later to provide plumbing facilities and a kitchenette.

# TO LOVE OTHERS

## CHRISTIAN FORMATION

Christian formation is a vital aspect of our journey together in Christ at Grace. It is through formation that we deepen our understanding of Christ and enhance our spiritual lives. Led by both clergy and lay leaders, there are multiple opportunities to engage in education, discussion, discernment, and fellowship at Grace.



Our youngest parishioners are served by two lay leaders in our Sunday school classes. Classes serve children and youth from age 3 through Grade 12. Our youngest group (Age 3-1<sup>st</sup> Grade) follows the Frolic Preschool curriculum. Frolic allows toddlers and preschoolers to explore faith concepts the way they know best—through play. Each class follows the same structure weekly and includes time to gather, play, sing songs and interact creatively with stories from the Bible.

Our 2nd-5th graders follow the “Weaving God’s Promises” curriculum. Weaving God’s Promises is an Episcopal curriculum that focuses on the biblical story of salvation and following the way of Christ. In addition to our regular Sunday School classes for children, we also offer First Communion preparation.



Our middle school and high school students are served by our Director of Youth and Family and includes both Sunday school classes and an active youth group which gathers at Grace on Sunday evenings. Our Youth group has 80% attending who are not members; however, they are made to feel welcome, are able to be themselves and are recognized as God’s children. Many consider Grace to be their spiritual home. Several members of the Youth Group also assist with Grace Abounds, as they are able. The Youth Group curriculum is custom, coupling movie clips from “Films that Teach” with focused interactive discussion led by our Youth Director.

For adults, Grace offers a variety of ways to continue to learn and grow in Christ. Between services, we have a regular 9:00 a.m. formation hour in which both lay leaders and clergy lead groups in topics like “Growing a Rule of Life” and “Reflections in Sacramental Healing.” We have offered evening classes as well on topics such as Biblical Greek and a Stations of the Cross program featuring local nonprofits. In addition, we offer annual opportunities to join Education for Ministry.

Finally, we offer an annual opportunity to complete the Catechumenate, a nine-month course that prepares students for confirmation. The course welcomes high school age youth and adults and teaches them about the tenets of our faith and shares Jesus in a way that is comprehensive. Sharing how the faith from first century Christianity continues all the way to twenty-first century Sheboygan County is often an eye-opening exercise for participants. The disciplines of the faith are learned and practiced in the community that forms every year.



## GRACE ABOUNDS

Grace Abounds is a multi-media ministry providing live stream worship services and classes. The Grace Abounds YouTube channel has informational series on everything from spiritual disciplines to the Church's response to the opioid crisis. The most watched series is The Daily Office Basics which gives instruction to praying the Daily Office. Grace Abounds has the capability to record from the sanctuary, St. Nicholas Hall, and live action shots via a remote cart that can be moved to many places within the building. Grace Abounds has a large archive of Sunday Eucharists, sermons, Walsingham Pilgrimages, and other special occasions such as weddings and concerts. This ministry has been instrumental in providing the Diocese of Fond du Lac with the means to stream the diocesan Deacon School and other programs to other parishes throughout the Diocese. Grace Abounds has also benefited other groups like Love INC, and SCIO who have used our capabilities to record and stream. As of June 2020, the YouTube channel has 409 subscribers, and the most watched video has 6,835 views.

This ministry would not exist without the gifts and talents of many people. While the ministry continues to grow, it is not running to its full potential. The leadership team is led by Mother Michele Whitford. The technical team has focused primarily on live streaming the Sunday 10:15 Eucharist. Currently, the ministry is seeking additional volunteers to run the audio and video and assist with editing, the formation of a technology committee to address equipment upgrades, and the exploration of additional funding methods to sustain the technology.

## HOSPITALITY

Grace Church is a welcoming community, greeting all with "good morning." We represent a diversity of ideas and beliefs, coming together on Sundays to worship. Following Mass, we gather in the parish hall for coffee hour. This is the basis of our hospitality. We welcome all over a cup of coffee and sweet or savory treats. Some Sundays the event is casual, others lavish. A Sunday may celebrate a special event, such as a couple's wedding anniversary, marking the event with punch and cake. Another Sunday may honor Father's Day, with special lawnmower shaped treats and apple juice, celebrating the fathers, uncles and grandfathers who are special to all. Parishioners volunteer to host coffee hour as schedules permit. St Nicholas Hall is the setting, providing the space and ambiance. It is a joy to watch the children play nearby, while others chat over a cup of coffee and a slice of coffee cake, to take a moment in time to genuinely enjoy each other's company.

## SPECIAL EVENTS

Grace is blessed with a commercial kitchen, catering china and linens. The hospitality team organizes, plans and caters several special events throughout the year. The premise of all events is to provide a special setting for all, to provide the absolute best. For a catered event, such as the Harvest Lunch for the Walsingham Pilgrimage, tables are set with linens and china. We strive to create a



unique setting while working towards a goal of zero waste. The team, though small, is focused, and continually produces top quality food. Other events, such as the Easter Gala and Parish Picnic famously named Mass in the Grass, are organized by the committee, with food items planned and the congregation invited to bring dishes to supplement the offering. Parishioners always join in and lend a hand, offering to assist with preparation and clean up. During Lent, Parish

members host a simple Friday Evening supper following Stations of the Cross and a Program. The goal of the Hospitality team is to invite people to the table to celebrate, to share and to further enhance our relationships with God and one another.

## TO SERVE GOD'S WORLD

Grace Episcopal Church has a rich tradition of being engaged in ministry throughout the wider community.

## LOVE INC

Love Inc (**In the Name of Christ**) partners with 39 Churches in Sheboygan County. Grace Church has been a partner church since Love Inc was founded five years ago. In the years before Love Inc officially opened its doors, much effort went into laying the groundwork for a Love Inc affiliate in Sheboygan County. Serving as a President of the Board, Father Karl (previous Rector) was instrumental in that effort. Deacon Paul is a new member of the Board. Partner churches contribute in a variety of ways: money, volunteers, and certainly prayers.

It is the volunteers of the churches who provide the various ministries offered to neighbors in our communities. Ministries include but are not limited to the offering of furniture, moving services, cleaning and personal supplies, home repair, car repair, transportation to medical appointments, yard work, and basic housekeeping. Love Inc's purpose statement is "To mobilize local churches to transform lives and communities through relationships, in the name of Christ." The emphasis of the ministry is on the offering of a hand up, not simply a hand-out. The hand up is offered through four classes: Affirming Potential, Faith and Finance, Boundaries and Cooking and Nutrition.

As a Church member, we are looking for additional support through new volunteers as well as support from our new Rector.

*A generous person will prosper; whoever refreshes others will be refreshed. (Proverbs 11:25)*

## SCIO

SCIO (Sheboygan County Interfaith Organization) is a spiritually based organization of faith communities in Sheboygan County. Our shared values bring us together to educate and advocate for social justice, dignity and to improve the quality of life for all people. We bridge the gap between community needs and partner resources. Three of the most successful groups supported by SCIO include Bridgeway & Beyond, which is a 13-bed transitional living program for homeless women with children; Family Pathways, which provides a safe and positive way for children to visit with their parents as their families experience a difficult or transitional time; and the Farmers Market. SCIO is supported by prayers and volunteers from the Grace Church parish family.

## OTHER MINISTRIES

Grace Church has always recognized how blessed we are and looks to share our blessings with each other and the world. Immediate service is a hallmark of the congregation, whether that be collecting and shipping items for Syrian refugees in Croatia or connecting with and providing for an Episcopal church and its members affected by the California wildfires. Recently, the Vestry developed the Compassion Fund, and raised more than \$10,000 via email, over a 4-week period to assist those affected by Covid-19.



The Good News and Jail Ministry was started to minister to those who are incarcerated. The ministry believes each person represents a broken life and a family in pain. They also embody amazing opportunities for hope, healing, and lives given to Christ. Books and supplies were collected, and visits organized, bringing hope and prayers to those marginalized by society or devastated by the opioid crisis. Deacon Nicci Beeck continues the ministry today, visiting women who are trying to find their way. Parish member Father John Ambelang ministers to the men at the Sheboygan County Detention Center.

## CROATIA DONATIONS



Long standing ministries are numerous and are often led by lay leaders. Every year Grace supports the Salvation Army by supplying bell ringers at various locations throughout the city. The parish also sponsors several families over Christmas, with parishioners selecting gift tags and buying gifts for the family. Every Sunday, a red wagon named The Holy Roller, is stationed outside the sanctuary, for parishioners to drop off food. During Mass, the wagon is brought to the front by the smallest children of the parish and blessed. The food is then donated to the Salvation Army. Christmas and Spring Cheer are special Ministries, bringing flowers and cookies to homebound parishioners and members in nursing homes. Many other Ministries offer the opportunity to service, and to give of one's time, talent, and treasure.

## BUILDINGS AND GROUNDS

Grace Episcopal Church owns multiple properties. The primary property is Grace Episcopal Church, located in downtown Sheboygan. The Sanctuary of Grace Church seats 183, with additional seating available in the side chapels and choir loft. There is a large social hall with commercial kitchen. Offices, library, and meeting rooms round out the main floor. The lower level contains a larger meeting room, nursery, children's library, youth room, and Christian formation rooms. All areas of the church are handicapped accessible, except the choir loft. Both the Church and the Rectory are air-conditioned. Inside, the Church features stained glass, as well as a beautiful Rood Screen and carvings created by German artisans. Around the church are lovely gardens recently renovated, and there is an interior courtyard garden with columbarium.



The Rectory is located next door to the church and is provided to the Rector for housing. The two-story traditional style home features hardwood floors, a renovated kitchen, and a first-floor fireplace and half-bath. There are three bedrooms and a full bath on the second floor, in addition to an airing porch. A fenced yard and detached two-car garage complete the offering of this charming abode. While modernized, the home is not handicapped accessible. The rectory is a short walk to the beach, Mead Public Library, the YMCA, downtown, the farmers' market, and the John Michael Kohler Art Center. It is also close to two parks that host summer concerts, providing delightful entertainment throughout the warmer months.

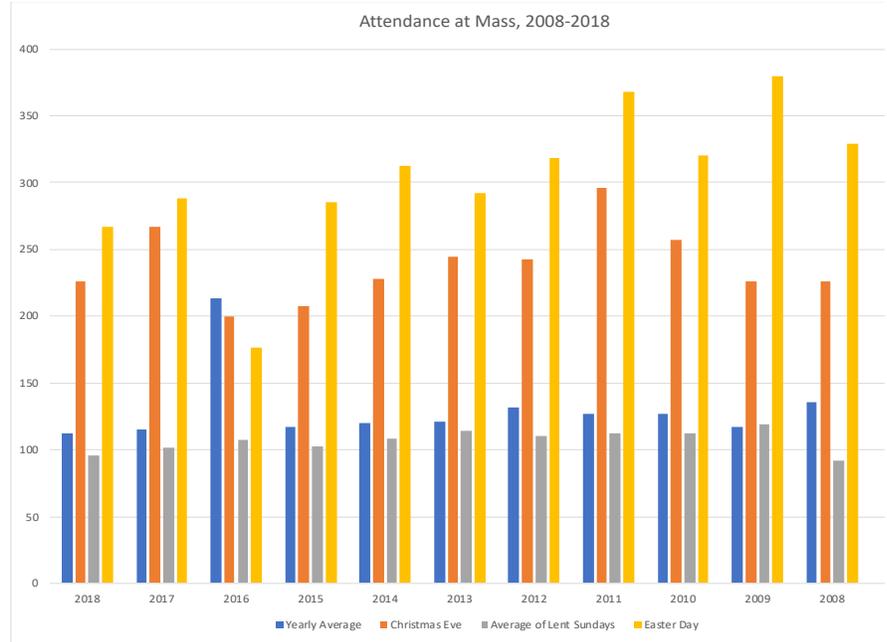
The Church also owns a home located on the Northside of Sheboygan that is currently used by the Youth Minister as well as All Saints Chapel, Elkhart Lake.

## MEMBERSHIP

As of 2019, Grace Episcopal Church had 192 active baptized members. This was an increase of 16 over the previous year, and our membership has increased every year since 2008. Of the total communicants in good standing (182), 22 of those were under the age of 16. From 2008-2019, the average number of marriages was 1.2, the average number of burials was 4.1, the average number of adult (over 16) baptisms was 1.1, and the average number of child (under the age of 16) baptisms was 4.5. Our average number of confirmations over that period is 3.3 for adults over the age of 16 and 0.4 for youth under the age of 16.

Our average Sunday attendance at Holy Eucharist was 116 in 2018. This figure decreased slightly to 107 in 2019. Despite the changes and challenges that come with having supply clergy and an interim rector for a year, we as a community have continued to come together for Holy Eucharist. The numbers reflect attendance for both our 8:00 and 10:15 a.m. services. Over the course of the different

seasons of the year, mass attendance varies as we have some members who travel during the winter, and others who attend more often in the summer. The chart below shows our yearly average attendance at mass (in blue) compared to the average attendance on Lent Sundays (in grey) and Christmas Eve (orange), and Easter Day (yellow).



Grace Episcopal is a church that values spending time together in prayer outside of Mass. It is evident from the way that our members spend our time, attending weekday Daily Office and Sunday morning children and adult education, that we place a lot of value on continuing to think through and learn about our faith, and on the practice of corporate prayer. One statistic that was not included in the parish registers is the Monday evening rosary. There are regular meetings in the shrine of Our Lady of Walsingham to pray the rosary on Monday evenings year-round.

## PHOTOS OF OUR CONGREGATION



Lifting New Clergy



Animal Blessings



St Nicholas's Visit



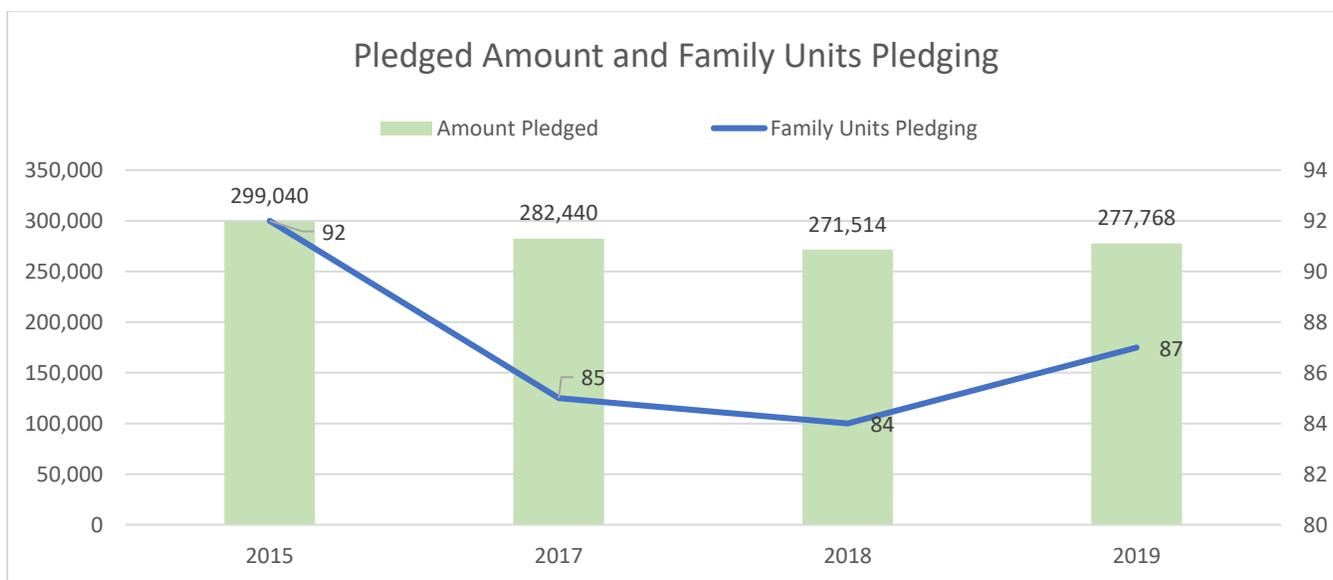
Christmas Pageant

# STEWARDSHIP AND FINANCES

## Grace Episcopal Pledging History 2015-2019

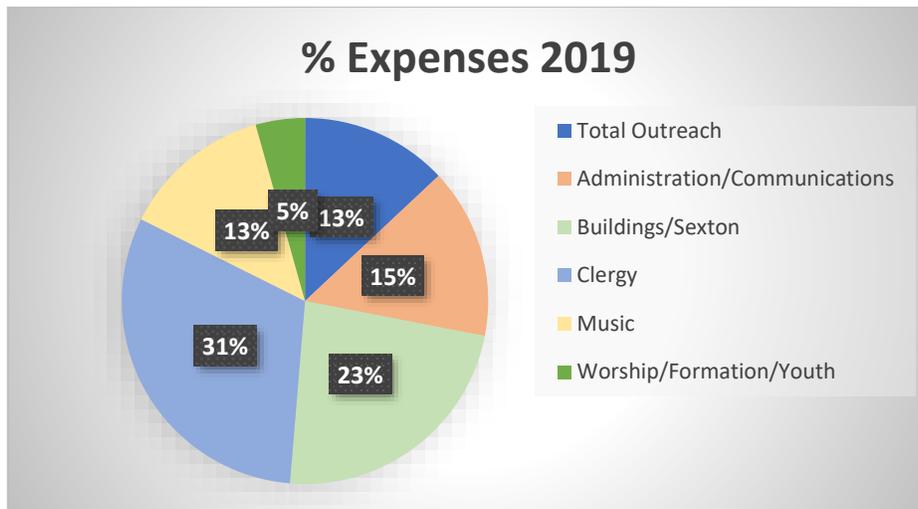
During the last few years Grace has suffered the loss of several very major pledging units through death, but the congregation with new members has responded and been able to maintain a similar budget.

| Pledge Information         | 2015      | 2017      | 2018      | 2019      |
|----------------------------|-----------|-----------|-----------|-----------|
| Units Pledging             | 92        | 85        | 84        | 87        |
| Amount Pledged             | \$299,040 | \$282,440 | \$271,514 | \$277,768 |
| % units pledging           | 80        | 71        | 70        | 73        |
| Mean Pledge                | \$3,283   | \$3,323   | \$3,268   | \$3,172   |
| Median Pledge              | \$1,200   | \$1,104   | \$1,200   | \$1,300   |
| Highest Pledge             | \$35,000  | \$31,704  | \$31,704  | \$33,000  |
| % Increasing Pledge        | 65        | 68        | 31        | 42        |
| % Decreasing Pledge        | 9         | 5         | 22        | 15        |
| \$1-\$499                  | 19        | 21        | 22        | 18        |
| \$500-\$999                | 20        | 16        | 10        | 14        |
| \$1000-\$2499              | 25        | 23        | 26        | 29        |
| \$2500--\$4999             | 11        | 12        | 13        | 14        |
| \$5000-\$7499              | 6         | 1         | 1         | 2         |
| \$7500-\$9999              | 1         | 2         | 2         | 3         |
| \$10000-\$14999            | 5         | 5         | 6         | 3         |
| \$15000+                   | 4         | 5         | 4         | 5         |
| Baptized Members           | 202       | 180       | 187       | 192       |
| Average Worship Attendance | 117       | 115       | 112       | 107       |
| Pledge/Plate               | \$312,344 | \$302,144 | \$288,937 | \$291,753 |



Summary Income/Expense for Grace Episcopal Sheboygan

|                               | 2015             | 2016             | 2017             | 2018             | 2019             |
|-------------------------------|------------------|------------------|------------------|------------------|------------------|
| <b>INCOME</b>                 |                  |                  |                  |                  |                  |
| Plate                         | 23,561           | 13,623           | 17,399           | 13,073           | 12,422           |
| Pledge                        | 277,617          | 298,721          | 284,745          | 275,864          | 279,331          |
| Restricted Gifts              | 118,919          | 137,325          | 92,756           | 104,352          | 105,317          |
| Other Operating               | 6,177            | 9,207            | 6,858            | 6,026            | 5,243            |
| <b>Total Income</b>           | <b>\$426,274</b> | <b>\$458,876</b> | <b>\$401,758</b> | <b>\$399,315</b> | <b>\$402,313</b> |
| <b>EXPENSE</b>                |                  |                  |                  |                  |                  |
|                               | % of budget      |                  |                  |                  |                  |
| Apportionment                 | 46,233           | 42,862           | 55,066           | 47,093           | 48,211           |
| Other Outreach                | 3175             | 17,620           | 11,500           | 7500             | 3,750            |
| <b>Total Outreach</b>         | <b>13</b>        | <b>49,408</b>    | <b>60,482</b>    | <b>54,593</b>    | <b>51,961</b>    |
| Administration/Communications | 15               | 12,919           | 8030             | 52,554           | 60,117           |
| Buildings/Sexton              | 23               | 79,670           | 74,696           | 92,699           | 92,866           |
| Clergy                        | 31               | 166,951          | 113,965          | 159,025          | 123,977          |
| Music                         | 13               | 78,286           | 100,380          | 49,788           | 53,093           |
| Worship/Formation/Youth       | 4                | 10,493           | 17,412           | 18,624           | 17,347           |
| <b>Total Expense</b>          | <b>\$397,727</b> | <b>\$374,965</b> | <b>\$394,461</b> | <b>\$427,283</b> | <b>\$399,361</b> |



| Grace Walsingham Foundation       | 2015    | 2016    | 2017   | 2018    | 2019        |
|-----------------------------------|---------|---------|--------|---------|-------------|
| Additions/ Gifts to Foundation    | 281,778 | 909,970 | 23,000 | 542,673 | 9,800       |
| Spent to Enhance Grace Programs   | 99,717  | 533,500 | 63,877 | 78,949  | 81,964      |
| Value of Assets, as of 12/31/2019 |         |         |        |         | \$3,098,971 |

## GOVERNANCE AND STAFF

The Parish Staff of Grace Church is led by the Rector. In addition to the full-time rector, the staff is comprised of the following part-time positions: a Priest Associate who is also the Vicar of another congregation and hence not at Grace on Sundays and other feast days, a Parish Administrator, an Organist and Choir Director, a Director of Youth and Family, and Sexton. There are also two paid nursery attendants. There are also three deacons serving in the congregation.

The Lay Leadership team is led by the Senior Warden and the Vestry. Ms. Kristin Plucar serves as the Senior Warden, Mr. Ed Clabots is the Junior Warden. Mr. Brian Heck is the Parish Treasurer. Other members of the Vestry include Randie Barrows, Jack Britton, Sutton Cecil, Amelia Fitzsimmons, Luke Fitzsimmons, Helen Mullison, Stuart Schmidt, and Mary Snyder. Each member is elected to a three-year term during the Annual Meeting, which is held the last Sunday in January.

The Grace-Walsingham Foundation supports the Parish through the investment and management of unrestricted and restricted bequests and gifts. The members of the Board include six members from the Parish, the Senior Warden, and the Rector. The current President is Steve Larson, and the Vice President is John Keller.

In addition, numerous members of the congregation manage or chair various committees, work groups, or ministries, giving freely of their time and talents to serve God.

## SHEBOYGAN COUNTY

The City of Sheboygan is picturesquely located in Sheboygan County along the Western shore of Lake Michigan. With a population of 49,228 per the 2010 census (county pop is 115,426 - 2015 estimate), it is the most populated city in the county and the county seat. Incorporated on February 9<sup>th</sup>, 1846, Sheboygan evolved from a humble trading post to a manufacturing and hospitality force.



Grace Episcopal Church is located near Sheboygan's historic downtown district and less than half a mile from Lake Michigan. It is surrounded by neighboring churches to the north, south, and east, with Sheboygan's downtown district located to the west. The Downtown and South Pier Districts have been revitalized, with the addition a vibrant, locally (and nationally) reviewed restaurant scene. Located to the south, the JMKAC (John Michael Kohler Art Center) is a nationally recognized art museum whose mission is "to generate a creative exchange between artists and the public." They are renowned for their Artists and Industry residency, a collaboration between Artists and the Kohler Company. Every summer, the JMKAC hosts the Midsummer Festival of the Arts, a complimentary fair with artists, food vendors and musicians on site to entertain and delight all.

The City of Sheboygan offers many cultural and artistic opportunities. The citizens and local companies support the performing arts, from the Sheboygan Symphony and the Lakeshore Chorale to Community Players, Theater for Young Audiences, and the Sheboygan Theater Company. The Stefanie Weill Performing Arts Center hosts many concerts and as well as the Sheboygan Concert Association. In addition, Sheboygan is also home to a Children's Hands-on Museum as well as the Sheboygan Historical Museum. Located at the city center



Downtown Sheboygan

is Mead Public Library, a phenomenal library offering an extensive range of services and opportunities to its patrons and the community. Summer is an exciting time in Sheboygan, with the Riverfront hosting many church picnics and festivals. All downtown activities are within easy walking distance of the rectory.

The Sheboygan Area School District serves approximately 10,300 students in 26 schools, and is supplemented with parochial schools (Lutheran, Catholic, and Reformed) and Charter schools.

The city has five public high schools, in addition to Lutheran and Reformed high schools. Sheboygan County is also home to two higher education institutions: Lakeland University and the University of Wisconsin Green Bay-Sheboygan Campus.

Manufacturing comprises the largest industry in Sheboygan County, both in employment and total payroll, followed by trade, transportation & utilities, and education & health. Kohler Co. is the largest employer in the area and is well known not only for its plumbing products, but also for its hospitality and real estate group which includes premier resorts and golf courses. Sheboygan County's mean annual wage was \$46,730 in 2018, which is just below the mean annual wage of \$47,350 for the state in 2018. Historical unemployment information shows that unemployment trends in Sheboygan County tend to closely follow changes in the state and nation. In 2017 Sheboygan County was designated the Community with the Lowest Poverty Rate in the Nation by 24/7 Wall Street. AARP ranked Sheboygan as #2 for Most Livable Small Cities and Wall St 24/7 ranked Sheboygan as #5 for Best Cities for Millennials. The downtown continues to grow with the addition of multiple new apartment buildings.

Sheboygan County offers many parks and natural areas, with 34 parks and 3 athletic complexes located within the City alone. Kohler-Andrae State Park is a peaceful getaway within the county's borders, offering sandy beaches, trails, campsites, and more. Maywood is a nature preserve offering hiking and exploration. Lake Michigan is a popular sailing, fishing, and surfing destination. SEAS, Sailing Education Association of Sheboygan offers the opportunity to learn sailing skills and enjoy Lake Michigan. Bookworm Gardens is a botanical garden inspired by children's books, open to the public for exploration and enjoyment. Vollrath Park, as well as the local high schools, have tennis courts available to all. Sheboygan has quickly become a golf destination with the development of The Bull, Blackwolf Run, Whistling Straits, and multiple other public golf courses. Several premier golf events take place in Sheboygan County, including the Ryder Cup in September 2020.

Sheboygan is a vibrant community, steeped in history, with unique cultural opportunities and a small-town feel. The hospitality and arts offering are world class. The natural beauty of Lake Michigan and the local parks beckon one to relax and enjoy the fresh air. It is a community to explore and to call home



Sailing on Lake Michigan

## THE DISCERNMENT COMMITTEE OF GRACE

Amelia Fitzsimmons  
Pat Ford-Smith  
Jasmine Palmer  
Tom Crouse  
Bobbie May  
Bob Hanlon (*Co-chairperson*)  
Polly Schmeiser (*Co-chairperson*)  
Andrea Aparicio  
Steve Larson  
Jean-Margret Merrell-Beech

## THE DIOCESE OF FOND DU LAC



The Diocese of Fond du Lac is a diocese of the Episcopal Church encompassing northeast Wisconsin. The Diocese contains about 5,550 baptized members worshipping in 37 locations. Since 2014, the Right Reverend Matthew Gunter has served as its eighth bishop. The Cathedral Church of St. Paul the Apostle is in Fond du Lac and the Diocesan Office is in Appleton. Bishop Matt has called the diocese to be “a people of God's mercy and delight” through vital congregations, prayer, worship, and mission. The Diocese is in a companion diocesan relationship with the Diocese of Masvingo, Zimbabwe. Learn more about who we are and what we do at [diofdl.org](http://diofdl.org)



To inquire about this position, please contact the Transition Ministry Officer, The Rev. Meredyth Albright at [meredythalbright@gmail.com](mailto:meredythalbright@gmail.com).