



Office for  
Transition  
Ministry

# Ministry Portfolio

*Full Portfolio (last updated Oct 24, 2017)*

## Cathedral Church of St. Paul, Fond Du Lac

51 W Division St, , Fond du Lac, WI 54935, United States

Contact:

Dean | Receiving Names until 11/27/17.

[meredythalbright@gmail.com](mailto:meredythalbright@gmail.com)

Weekly Average Sunday Attendance (ASA)	Number of Weekend Worship Services	Number of Weekday Worship Services	Number of Other per Month Worship Services
75	3	1	
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan
			<b>We're in compliance with CPF requirements.</b>
Healthcare Options	Dental	Housing Equity Allowance in budget	Annual Equity Amount
<b>Full family</b>		<b>Yes</b>	
Vacation Weeks	Vacation Weeks Details	Continuing Education Weeks	Continuing Education Weeks Details
<b>One month, including 5 Sundays (standard)</b>		<b>2 (standard)</b>	
Continuing Education Funding in budget	Sabbatical Provision	Travel/Auto Account	Other Professional Account
<b>\$501-\$1000/year</b>	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>

*A Compensation per diocesan guidelines. <http://www.diofdl.org/uploads/7/2/4/1/72413413/compsched.pdf>*

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Describe a moment in your worshipping community's recent ministry which you recognize as one of success and fulfillment.

After several years of decline in lay ministry involvement, we ran a "soft" campaign to encourage people to explore making a year commitment to one of several ministries, e.g., lay reader, lay Eucharistic minister, lay Eucharistic visitor, acolyte, etc. Many more people now participate in one of these roles. In addition, we encouraged involvement in Broken Bread, our feeding program, and this has increased the number who serve there. The soft recruitment will need to be repeated on a continuing annual basis, but the one-year commitment was successful approach.

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How are you preparing yourselves for the Church of the future?

At the interim period began, chapter members were asked to read Thom Rainer's books, Who Moved My Pulpit and Autopsy of a Deceased Church. The latter was also made available to all members on a check-out basis. A time-line exercise was held on two Sunday's following the late service. Discussions were held with chapter members and with individuals who had read the checked-out book. The interim dean, treasurer, and eight chapter members attended a diocesan workshop on change, as well. Awareness of the urgent need for change has been accomplished without developing a debilitating despair. We have reached out to a group of former cathedral youth, now in their 20's-40's to listen to their needs and concerns and determine how we might meet them.

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Please provide words describing the gifts and skills essential to the future leaders of your worshipping community.

Pastoral skill; Strong Preacher, liturgical leader; Church Growth; Teacher/Youth skills

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Describe your liturgical style and practice for all types of worship services provided by your community.

St. Paul's is known for Anglo-Catholic worship. The main Sunday services (10am) is sung at the high altar, with organ accompaniment. Saturday (5:30pm) and Early Sunday (8:00am) are spoken services held at the altar in St. Augustine's Chapel, as is a Thursday 7:30am service (held in the Parish Hall during the winter). There has been some interest in adding Solemn Evensong, though no action is currently afoot..

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How do you practice incorporating others in ministry?

We encourage people to consider volunteering for various positions by announcing opportunities and explaining obligations. After a period of reduced opportunities for service, we are offering a spiritual gifts workshop to help people identify how they might best serve and enjoy their commitment. This will allow us to identify potential volunteers for various ministry opportunities and new areas of ministry.

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As a worshipping community, how do you care for your spiritual, emotional and physical well-being?

Our vision statement speaks of worship, fellowship, and service. We attempt a balance between those three areas, while being aware of needs of individual members as they arise. The size of the congregation is such that most are aware of and care for each other's special needs and are generous in offering help.

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How do you engage in pastoral care for those beyond your worshipping community?

Because of our proximity to the Solutions Center, a community provider for shelter and counselling, we frequently see walk-ins with complex spiritual, emotional, and physical needs. Many need referral to other agencies, but all are dealt with in a pastoral manner. The office assistant, Broken Bread administrator, various congregation members and the dean all are careful to determine which needs we can meet and which call for the aid of others.

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Describe your worshipping community's involvement in either the wider Church or geographical region.

St. Paul's Cathedral is known in the community as the church that does what Jesus would do; as a place where those in need can either find assistance with their needs or be referred to appropriate providers. Our Broken Bread program feeds over 200 families in a typical month and we are the home of the Fondy Food Pantry, a service to churches providing food for others. Until the program outgrew our ability to offer it, we were the original home of the community warming shelter.

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Tell about a ministry that your worshipping community has initiated in the past five years. Who can be contacted about this?

We are active members of a neighborhood association which includes residents, Police and Fire Departments, the city Parks and Recreation Department, and a neighboring non-denominational church. Our Junior Warden presently serves as our representative. We have approached the other church about the possibility of joining together in activities for the residents.

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What is your practice of stewardship and how does it shape the life of your worshipping community?

At the interim period began, chapter members were asked to read Thom Rainer's books, *Who Moved My Pulpit* and *Autopsy of a Deceased Church*. The latter was also made available to all members on a check-out basis. A time-line exercise was held on two Sunday's following the late service. Discussions were held with chapter members and with individuals who had read the checked-out book. The interim dean, treasurer, and eight chapter members attended a diocesan workshop on change, as well. Awareness of the urgent need for change has been accomplished without developing a debilitating despair. We have reached out to a group of former cathedral youth, now in their 20's-40's to listen to their needs and concerns and determine how we might meet them.

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What is your worshipping community's experience of conflict? And how have you addressed it?

Some parishioners left the past five or six years. Departure created division, with many who remained wondering why others had left. When the interim period began, some expressed a desire to return. There was resentment on both sides, with some wishing to immediately take up where they had been when they left and others reluctantly accepting their return. We introduced a program based on material provided by the Lombard Mennonite Peace Center entitled, "Agreeing and Disagreeing in Love," with copies provided for every household, a brief introduction given at each service and posters asking people to commit to the process put up. Presently, there is little distinction between those who stayed and those who left. When potential conflicts arise, people are reminded of "Agreeing and Disagreeing in Love" and urged to settle disputes together.

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What is your experience leading/addressing change in the church? When has it gone well? When has it gone poorly? And what did you learn?

We have experienced a variety of leadership styles through the years, including one long pastorate. On reflection, it would seem that the most accepted changes have been effected by participatory decision making with considerable discussion and involvement of the laity. While this may cause concern among those who look for decisive leadership, it is worth the cost of time and effort to achieve buy-in and share leadership.



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### Prior Incumbents

Name	Position Title	Date Begun	Date Ended
Ven. Ed Smith	Interim	2017-01	

Name	Position Title	Date Begun	Date Ended
Ven. Brian Beno	Dean	2008-04	2016-10

Name	Position Title	Date Begun	Date Ended
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Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
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Number of Teachers/Leaders for Teen/Young Adults School	Number of Students for Teen/Young Adults School	Number of Teachers/Leaders for Adults School	Number of Students for Adults School
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Day School	Number of Students for Day School	Number of Teachers for Day School	Number of Total Staff for Day School
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Worshipping Community Web site: <http://www.stpaulsfdl.org>

Media Links:

Online References:

Languages Significantly Represented:

**English**

Provide Worship or Classes in:

**English**

*The profile for the Cathedral Church of St. Paul may be found at <http://www.diofdl.org/deansearch.html>.*

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### References

Bishop: 920-830-8866 [mgunter@diofdl.org](mailto:mgunter@diofdl.org)

**The Rt. Rev. Matthew  
Gunter**

Diocesan Transition Minister 262-309-3880 [meredythalbright@gmail.com](mailto:meredythalbright@gmail.com)

**Rev. Meredyth Albright**

Current Warden/Board Chair

Previous Warden/Board Chair

Search Chair

Parish/Institution

Local Community Leader