

Journal of the
Eighty-Fifth Convention
Diocese Of Eau Claire



November 8-9, 2013

Church of the Ascension

10610 North California Avenue

Hayward, Wisconsin

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PARISHES of the Diocese of Eau Claire
With Historical Data

	First Mission <u>Service</u>	Admitted Into Union With the Council as <u>a Mission</u>	Admitted Into Union With the Council as <u>a Parish</u>
PARISHES			
*Ashland, St. Andrew's	1879	1881	1892
Chippewa Falls, Christ Church	1866	1874	1874
Eau Claire, Christ Church	1858	1873	1881
Hudson, St. Paul's	1862	1878	1884
La Crosse, Christ Church	1850	1857	1857
Menomonie, Grace	1872	1891	1929
Rice Lake, Grace	1879	1884	1914
Superior, St. Alban-the-Martyr	1890	1892	1988
Tomah, St. Mary's	1871	1874	1988
Bayfield, Christ	1869	1880 (Again, 1984)	
Chippewa Falls, St. Simeon's	1872	1911	
Clear Lake, St. Barnabas	1905	1913	
Conrath, Holy Trinity	1992	1992	
Hayward, Ascension	1891	1912	
Lugerville, Our Saviour's	1938	1940	
New Richmond, Ss. Thomas & John	1887	1947	
Owen, St. Katherine's	1914	1920 (Again, 1997)	1960
Sparta, St. John's	1893	1887	
Spooner, St. Alban's	1893	1903	
Springbrook, St. Luke's	1907	1928	

*Aided Congregations

THE DIOCESE OF EAU CLAIRE
510 South Farwell Street, Eau Claire, WI 54701
(715) 835-3331

THE BISHOP AND PRESIDENT OF THE CONVENTION

The Right Reverend William Jay Lambert, III
Residence: 662 Galloway St., Eau Claire, WI 54701

VICE PRESIDENT OF THE CONVENTION: President of the Standing Committee

SECRETARY: The Reverend Aaron Zook

TREASURER: Mr. Bob Weathers

HISTORIOGRAPHER: Ms. Heather Kirby

CHANCELLOR: Mr. James Pelish

THE STANDING COMMITTEE

The Reverend Kathleen Charles – President (2014)

Mr. Garret Conover (2014)

The Very Reverend Michael Greene (2015)

Ms. Jany Chumas (2015)

The Reverend Mark Ricker (2016)

Mr. Patrick Kelley (2016)

DIOCESAN EXECUTIVE COUNCIL

President: The Right Reverend William Jay Lambert

Members: The Reverend Ellie Michaud (2014) (unfinished term)

The Reverend Kathleen Charles (2015)

The Reverend Peter Augustine (2016)

Mr. Ron Hall (2014) (unfinished term)

Ms. Lynda Grece (2014)

Ms. LaVonne Thompson (2015)

Ms. Joan Smalstig (2015)

Mr. Gary Veldey (2016)

Ms. Judy Neste (2016)

Members with Voice and No Vote:

Secretary: The Reverend Aaron Zook

Treasurer: Mr. Bob Weathers

Chancellor: Mr. James Pelish

THE TRUSTEES

President	The Right Reverend William Jay Lambert
Chancellor	Mr. James Pelish
	Mr. Andrew Lorenz (2014)
	Mr. C. R. Hackworthy (2014)
	Ms. Lynn Fowler (2015)
	Mr. Bob Weathers (2015)

THE COMMISSION ON MINISTRY

The Reverend Jim Lorenze (2014)
Mr. Ron Hall (2014)
The Very Reverend Michael Greene (2015)
Mrs. Nancy Firth (2015)
The Reverend Jo Glasser (Appt. Chair)
Mrs. Mary Ellen Filkins (Appt.)
Dr. Paul Chase (Appt.)
Mrs. Evelyn Usher (Appt.)

CAMPS & CONFERENCES

Mr. Andrew Lorenz

ECCLESIASTICAL COURT

The Reverend Kathleen Charles (2014)
The Reverend Canon Bruce N. Gardner (2015)
The Reverend Bob Hoekstra (2016)
The Reverend Ellie Michaud (2016)
Ms. Lora Stefanski (2014)
Ms. Stephanie Power (2015)
Mr. Ron Hall (2016)

ECUMENICAL RELATIONS

The Reverend Aaron Zook

EXAMINING CHAPLAINS

The Very Reverend H. Scott Kirby
The Very Reverend Michael Greene
The Reverend Canon Bruce N. Gardner

EPISCOPAL RELIEF & DEVELOPMENT

Ms. Alice Brown

GENERAL CONVENTION DEPUTIES (Through 2016)

The Very Reverend Guy R. Usher	Ms. Deb Lorenze
The Reverend Kathleen Charles	Mr. Gregg Westigard
The Very Reverend Michael Greene	Ms. Claire Fliess
The Reverend Jo Glasser	Ms. Eileen Yeakley

Alternates:

The Very Reverend Patrick Augustine	Ms. Joan Smalstig
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LITURGY & WORSHIP

The Reverend Canon Bruce N. Gardner
The Very Reverend Michael Greene
The Very Reverend H. Scott Kirby
The Reverend Aaron Zook

CONSTITUTION & CANONS/RESOLUTIONS

The Rt. Reverend William Jay Lambert (*ex officio*)
Mr. Jim Pelish, Chancellor (*ex officio*)
The Reverend Guy Usher
The Reverend Aaron Zook
Mr. Bill Smith
The Rt. Reverend James Adams

NOMINATING COMMITTEE

Central Convocation Dean (The Very Reverend Guy Usher)
Northern Convocation Dean (The Very Reverend Art Hancock)
Southern Convocation Dean (The Very Reverend Patrick Augustine)
Convocation Secretary (The Reverend Aaron Zook)

PROVINCIAL SYNOD DEPUTIES (through 2016)

Clergy:	The Reverend Bob Hoekstra
	The Reverend Aaron Zook (Alternate)
Laity:	Ms. Anna Zook
	Ms. Merrie Jo Chamberlain
	Open (Alternate)

WISCONSIN COUNCIL OF CHURCHES

The Right Reverend William Jay Lambert
The Reverend Aaron Zook
Ms. Carla Marcou

CURSILLO SECRETARIAT

Ms. Cinders Pogalz, Convener	The Reverend Kathleen Charles
Ms. Ellen Allison	Mr. Ron Hall
Ms. Jany Chumas	Mrs. Alice Brown

THE DIOCESE OF EAU CLAIRE BY CONVOCATIONS

The Twenty-six Northwestern Counties of Wisconsin:

Ashland, Barron, Bayfield, Buffalo, Burnett, Chippewa, Clark, Douglas, Dunn, Eau Claire, Iron, Jackson, Juneau, La Crosse, Monroe.

The Northern Convocation: The Very Rev. Art Hancock, Dean

Ashland, St. Andrew's
The Reverend Mark Ricker

Rice Lake, Grace Church
The Very Reverend Scott Kirby

Bayfield, Christ Church Summer Chapel
Ms. Claire Fliess, Warden
Conrath, Holy Trinity
The Reverend George Stamm

Spooner, St. Alban's
The Reverend Aaron Zook
Springbrook, St. Luke's
The Reverend Aaron Zook

Hayward, Church of the Ascension
The Very Reverend Art Hancock

Superior, St. Alban-the-Martyr
Mr. Steven Burns, Lay-minister-in-charge

Lugerville, Our Saviour's
The Reverend William F. Radant

The Central Convocation: The Very Rev. Guy Usher, Dean

Chippewa Falls, Christ Church
The Reverend Eleanor Michaud

Menomonie, Grace Church
Mr. Andrew Lorenz, Warden

Chippewa Falls, St. Simeon's
The Reverend Robert Hoekstra

New Richmond, Ss. Thomas & John
The Reverend Vernon Barber

Clear Lake, St. Barnabas
The Reverend Bob Lyga

Owen, St. Katherine's
Mr. Gerald Anders, Warden

Hudson, St. Paul's
The Very Reverend Guy R. Usher

The Southern Convocation: The Very Reverend Canon Patrick Augustine, Dean

La Crosse, Christ Church
The Very Reverend Canon Patrick Augustine
Tomah, St. Mary's
The Reverend Kathleen Charles

Sparta, St. John's
Ms. Jenö Love, Warden
Eau Claire, Christ Church Cathedral
The Very Reverend Michael Greene

CLERGY DIRECTORY

DIOCESE OF EAU CLAIRE

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LAMBERT, The Rev. William Jay (May Ruth)

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USHER, The Very Rev. Guy R.
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ACTIVE ASSISTING DEACONS

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LICENSED TO OFFICIATE

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EDSON, The Rev. Larry (ret.) (Marilyn)

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Res: (715) 644-5230

STILLINGS, The Rev. Canon E. N. (ret.)

euie@midplains.net

1220 East St., Baraboo WI 53913

Res: (608) 356-4123

RETIRED EPISCOPATE

LEIDEL, The Rt. Rev. Edwin M., Jr. (Ira)

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430 W. Brentwood Lane, Glendale WI 53217

Home (414) 434-4758, Cell (262) 844-3885

WHITMORE, The Rt. Rev. Keith

(Suzie)

Assisting Bishop, Cathedral of St. Philip

bishopkeith@episcopalatlanta.org

2744 Peachtree Road, Atlanta GA 30305

Office (404) 601-5320

WANTLAND, The Rt. Rev. William (Jan)

Assisting Bishop, St. Vincent's Cathedral

puca382@suddenlink.net

P O Box 1692, Seminole OK 74818

(405) 382-5068

**Diocesan Convention Lay Deputies and Alternates
2013**

St. Andrew's, Ashland:

Jim Oakley
Richard Rivers

Christ Church, Bayfield:

Claire Fliess

Christ Church, Chippewa Falls:

Irma Oster
Rose Ruthy

St. Simeon's, Chippewa Falls:

Heather Kirby
Bonita Aude

St. Barnabas, Clear Lake:

Gregg Westigard
Lynda Grece

Holy Trinity, Conrath:

Bob Rosolowski
Erness Heiden (dnv)

Christ Church Cathedral, Eau Claire:

Jany Chumas
Ron Hall
Evelyn Usher
Elaine Ellenson
Ellen Allison

Church of the Ascension, Hayward:

Cal Wood
Mo Wood
Heidi Insensee (dnv)

St. Paul's, Hudson:

Jane Conover-Kelliher
Chris Granburg
Cynthia Hackworthy
David Schultz

Christ Church, La Crosse:

Lee Donahue
Frank Lockhart
Carla Marcou
Lora Stefanski
Merrie Jo Chamberlain

Our Saviour's, Lugerville:

Edie Koporetz
Kenneth Johnson

Grace Church, Menomonie:

Andrew Lorenz (dnv)
Steve Russell

Sts. Thomas and John, New Richmond:

Ray Anderson
Patrick Kelley

St. Katerine's, Owen:

Diane Anders
Liz Archibald

Grace Church, Rice Lake:

Nate Levenhagen
Mary Marsh

St. John's, Sparta:

Jeno Love
Bridgett Kaesman

St. Alban's, Spooner:

Carol Meacham
John Meacham

St. Lukes, Springbrook:

John Neste
Judy Neste

St. Alban the Martyr, Superior:

Ken Thomson

Sandy Thomson

St. Mary's, Tomah:

Alice Brown

Darrel Sanders

*(dnv) denotes "did not vote"

**Diocese of Eau Claire-Licensed Lay Leaders
2013**

St. Andrew's, Ashland:

Lucia Stanley (All, 2015)

Christ Church, Chippewa Falls:

Rose Ruthy (All, 2016)

St. Barnabas, Clear Lake:

Christ Church Cathedral, Eau Claire:

Ron Hall (All, 2016)

Andrew Cruz-Lillegard (All, 2016)

St. Paul's, Hudson:

Jim Glasser (All, 2016)

Mary Frank (All, 2015)

Cynthia Hackworthy (All, 2015)

David Schultz (All, 2015)

Mike Burnley (All, 2015)

Tammy Schuler (All, 2015)

Helene Jensen (M, 2015)

Our Saviour's, Lugerville:

Sts. Thomas and John, New Richmond:

Grace Church, Rice Lake:

St. Alban's, Spooner:

Carol Meacham (All, 2014)

John Meacham (All, 2014)

St. Lukes, Springbrook:

John Neste (W, M, 2016)

Judy Neste (W, M, 2016)

Merelyn Dawson (M, 2016)

Bob Dawson (M, 2016)

Christ Church, Bayfield:

Claire Fliess (All, 2016)

St. Simeon's, Chippewa Falls:

Holy Trinity, Conrath:

Church of the Ascension, Hayward:

Marlene Hogue (All, 2016)

Mo Wood (All, 2016)

Monte Lewis (All, 2016)

William Barnett-Lewis (All, 2016)

Charline Huwe (All, 2016)

Diana Smith (M, V, 2016)

Peggy Rusk (M, V, 2016)

Melissa Olson (M, V, 2016)

Anna Olson (M, V, 2016)

Kay Lewis (M, V, 2016)

Christ Church, La Crosse:

Grace Church, Menomonie:

M. Morrison-Pimental (All, 2016)

Steve Russell (All, 2016)

Judy Hayducsko (All, 2016)

Martha Brandley (All, 2016)

Brenda Lorenz (All, 2016)

Connie Usiak (All, 2016)

Joe McConohy (All, 2016)

St. Katerine's, Owen:

St. John's, Sparta:

St. Alban the Martyr, Superior:

Steven Burns (All, 2015)

Susan Burns (All, 2015)

St. Mary's, Tomah:

85th Annual Convention of the Diocese of Eau Claire

Church of the Ascension, Hayward, Wisconsin - Host Congregation

November 8-9, 2013

FRIDAY, November 8

1:00 -- 4:00 pm Lay Leader Training, Church of the Ascension, Hayward

4:00 -- 6:00 pm Registration and Check-in - Flat Creek Inn & Suites

10290 Hwy 27 South, Hayward, WI 54843

6:00 - 6:30 Plenary Session

1. Call to Order in Flat Creek Grand Ballroom

Convention called to order by The Very Rev. H. Scott Kirby, Dispatch of Business. The Rt. Rev. James Adams opened with Prayer for Convention followed by brief opening remarks by the Rt. Rev. William Jay Lambert, 6th Bishop of the Diocese of Eau Claire.

2. Election of Secretary

MOTION by The Rev. Bob Hoekstra to nominate The Rev. Aaron Zook as Secretary of the Convention. **Second: Mr. Ron Hall. Carried by acclamation without dissent. So moved.**

3. The Secretary appointed Dn. Jo Glasser as Assistant Secretary.

4. RESOLUTION:

Resolution 2013-A

RESOLVED that this convention waive the provisions of Canon 40, Section 7, effective from the beginning of the Convention, Friday, November 8, 2013.

Mr. Jim Pelish presented. **Mr. Ken Thomson MOVED to accept the Resolution. Mr. Bob Weathers Second. Unanimous "Yes" voice vote. So moved.**

5. Credentials Committee Report: Ms. Diana Smith, Church of the Ascension, Hayward. 34 clergy are eligible to vote, 21 present. Laity: 48 deputies are allowed and eligible to vote, there are 44 deputies present. A majority of laity and clergy are present. In a Vote by Orders: Clergy needs a vote of 11 or greater, Laity: 23 or greater.

6. Welcome by Church of the Ascension, Hayward:

The Very Rev. Art Hancock, welcomed Convention to Ascension and the Flat Creek Inn & Suites. Ascension is honored to have Convention in Hayward especially in deference to its Centennial Celebration. Fr. Hancock provided directions for the Convention Eucharist at Ascension on Saturday, Nov. 9th.

7. Appointments:

- a. Dispatch of Business: The Rt. Rev. William Jay Lambert **Proposed the Very Rev. Scott Kirby to Convention. Response: Yes.**
- b. Parliamentary and Council of Advice: The Rt. Rev. William Jay Lambert **Proposed Mr. Jim Pelish to Convention. Response: Yes.**
- c. Council of Advice: The Rt. Rev. William Jay Lambert **Proposed Mr. Jim Pelish and the Convocation Deans to Convention. Response: Yes**

8. Rules of Order, Acceptance of Agenda:

The Very Rev. Scott Kirby Presented the Rules of Order as well as two minor amendments to the convention Agenda.

Rev. Michael Greene MOVED to accept the Rules of Order. Rev. George Stamm Second. Unanimous “Yes” voice vote. So moved.

Mr. John Meacham MOVED to accept the Agenda as amended. Rev. Scott Kirby Second. Unanimous “Yes” voice vote. So moved.

9. Minutes of the 84th Diocesan Convention:

The Very Rev. Scott Kirby Presented the Minutes of the 84th Diocesan Convention. **Ms. Carol Meacham MOVED to accept the Minutes as presented. Mr. Gary Veldey Second. Unanimous “Yes” voice vote. So moved.**

10. Convention Recesses:

Convention adjourned at 6:12 pm (social hour) to 9:30 a.m., Saturday, November 9th, 2013, the Grand Ballroom of Flat Creek Inn & Suites, Hayward.

Following the Dinner, Dr. Garwood Anderson, Professor of New Testament and Greek at Nashotah House Theological Seminary spoke on “The Parables.”

Diocesan Theme Presentation: “Parables: Good Bad Stories”

Dr. Garwood Anderson:

Dr. Anderson spoke about the difficulty of reading the parables of Jesus, using as means of an example the parable of the vineyard workers in Matthew, Chapter 20. He noted that the difficulty of this story is in the tendency to feel that the vineyard owner is paying wages unfairly as even those who worked for only one hour received a full day’s pay. He pointed to the socio-economic context and noted that the workers could best be understood as ‘Day-laborers’ who were hoping to find enough money to buy provisions for today. He further stated two important points: first, he noted that the workers who labored all day were paid exactly as they were promised: one denarius each. (The perceived unfairness is in the fact that the workers who came later were paid the same amount.) The second is that as the owner returned to find more workers, he encountered laborers of lower and lower quality with each subsequent trip. He suggested that perhaps the greatest act

of apparent inequality was to give the wages out in front of those who had worked all day, allowing them to infer that they would receive much more.

He noted that the real difficulty lies in verse 15. Therein, we are condemned for our tendency to feel that we deserve what others have rather than what we have earned. After all, the Good News of Christ is that we are rewarded according to the purity of Christ rather than by our own shortcomings. Additionally, if not for God having paid us in full as laborers who came to the work of the Faith at a late hour, he would have Justified Israel and paid us only a partial recompense. We are compelled then, as the Episcopal Church, to stop thinking of the Church as those who have lived through the "Golden Age" of the Church and begin to follow the vineyard owner's example and continually seek out new laborers and reward them in full with mission and service.

SATURDAY, November 10

7:00-8:00 a.m., Registration Continues at the Flat Creek Inn & Suites.

Diocesan Theme Presentation: “Parables: The Green, Leafy Church”

Dr. Garwood Anderson:

Dr. Anderson spoke again about the difficulty of reading the parables of Jesus. He spoke at length about a proper understanding of Mark’s parables beginning with an understanding of Mark’s use of language, especially his frequent use of terms like “suddenly” or “immediately.” Dr. Anderson noted that those terms are better translated as “And the-next-thing-you-know,” denoting the friendly nature of Mark’s discourse as well as the vitality with which he describes the events of the Gospel. He expanded that thought to suggest that Mark is being “evangelical” in his role as an Evangelist by presenting vivid stories in the present tense, inviting the reader/hearer to relive the events and gain emotional understanding of their impact.

He also discussed the idea of “Acted Parables” wherein Jesus’ actions veiled insights, as do the parables. After briefly touching on the Parousia and the Washing of the Feet, he spoke at length about the “cursing of the fig tree.” He noted that this story rests within a larger story of Jesus observing the temple. He noted that the fig tree, like the temple, looked green, leafy and vital from a distance, but bore no fruit (nor even a bud as a snack) when viewed up close. He suggested that the “cursing of the fig tree” is not a “bad day for Jesus,” but rather an “Acted Parable” meant to display his similar indictment of the Temple Institution which, with its gleaming white walls and parapets, looked marvelous and vital from a distance, but proved dry and fruitless for the children of God. He further noted that the Episcopal Church needn’t remain like the fig tree or the Temple, but could begin to wrestle with the production of Good Fruit, rather than relying on its blurred appearance from afar.

9:30 AM Convention Reconvenes at Flat Creek Inn & Suites

Opened with prayer.

11. Seat and Eligibility Report by Credentials Committee:

Ms. Diana Smith, Church of the Ascension, Hayward. 34 clergy are eligible to vote, 22 present.

Laity: 48 deputies are allowed and eligible to vote, there are 45 deputies present. A majority of laity and clergy are present. In a Vote by Orders: Clergy needs a vote of 12 or greater, Laity: 23 or greater.

Roll Call:

Clergy Present at Call to Order: Rev. Derek Washington, Very Rev. Patrick Augustine, Rev. Peter Augustine, Rev. Irene McDaniel, Rev. Georgia Agner, Rev. Kathleen Charles, Rev. Mary Rezin, Rev. William Radant, Very Rev. Scott Kirby, Rev. Tony Ring, Rev. Eleanor Michaud, Rev. George Stamm, Rev. Robert Hoekstra, Rev. Vernon Barber, Very Rev. Michael Greene, Rev. Jo Glasser, Very Rev. Guy Usher, Very Rev. Art Hancock, Rev. Aaron Zook, Rev. Mark Ricker, Rev. Beatrice Dwyer.

Bishops Present: The Rt. Rev. William Jay Lambert, The Rt. Rev. James Adams.

Laity Present: Jim Oakley, Richard Rivers, Claire Fliess, Irma Oster, Rose Ruthy, Bonita Aude, Heather Kirby, Lynda Grece, Gregg Westigard, Bob Rosolowski, Ellen Allison, Jany Chumas,

Elaine Ellenson, Ron Hall, Evelyn Usher, Cal Wood, Maureen Wood, Kris Granberg, Cynthia Hackworthy, Jane Conover-Kelliher, David Schultz, Merrie Jo Chamberlain, Lee Donahue, Frank Lockhart, Carla Marcou, Lora Stefanski, Kenneth Johnson, Edie Koporetz, Steve Russell, Ray Anderson, Patrick Kelley, Diane Anders, Liz Archibald, Nate Levenhagen, Mary Marsh, Bridgett Kaesman, Jeno Love, Carol Meacham, John Meacham, John Neste, Judy Neste, Ken Thomson, Sandy Thomson, Alice Brown, Darrel Sanders.

Rev. Tony Ring MOVED to accept the Report as presented. Rev. Ellie Michaud Second. Unanimous “Yes” voice vote. So moved.

12. Resolutions:

Resolution 2013-01

RESOLVED, that the 85th Convention of the Diocese of Eau Claire waive the 60-day rule for presenting Canon Amendments required by Canon 51 as to Resolutions 2013-02, 2013-03, 2013-04, 2013-05 and 2013-06.

Mr. Jim Pelish presented. **Rev. Scott Kirby MOVED to accept the Resolution. Mr. John Meacham Second. Unanimous “Yes” voice vote. So moved.**

Resolution 2013-02

RESOLVED, that the 85th Annual Convention of the Diocese of Eau Claire repeal and recreate Canon 9, Section 4, to read:

Section 4. The Board of Directors shall be known as the Diocesan Executive Council which shall have those powers granted directors of non-stock corporations by the State of Wisconsin in addition to those conferred upon them, but not specifically restricted by these Canons. The Diocesan Executive Council shall adopt rules and procedures for its meetings and operations consistent with the Constitution and Canons of the Diocese of Eau Claire. The Bishop of the Diocese of Eau Claire shall be the President; the Vice President of the Executive Council shall be the Vice President; the Secretary of the Diocese of Eau Claire shall be the Secretary; the Treasurer of the Diocese of Eau Claire shall be the Treasurer.

Resolution 2013-03

RESOLVED, that the 85th Annual Convention of the Diocese of Eau Claire repeal and recreate Canon 11 to read:

Canon 11: Of the Diocesan Executive Council

Section 1. The Diocesan Executive Council shall have charge of the development and prosecution of the missionary, educational and Christian social service work of the Diocese, and such other works as may be committed to it by the Convention

and shall be charged with the general financial administration of the Diocese between the sessions of the Convention.

Section 2. The voting members of the Executive Council shall be the Bishop of the Diocese and six lay persons and three clergy persons elected at large by the Convention. The term of office for the nine elected members shall be three years with two lay persons and one clergy person elected each year. The elected members shall not be eligible for reelection until one year after their previous term has expired.

Section 3. The following persons shall have seat and voice, but no vote, at all meetings of the Executive Council: The Secretary of Convention, the Treasurer of the Diocese, and the Chancellor of the Diocese.

Section 4. The Bishop shall be the President of the Diocesan Executive Council. The Council shall annually, at the first meeting of the calendar year, elect a Vice President from among its own membership. The President of the Standing Committee shall not serve as the Vice President of the Executive Council. The Ecclesiastical Authority shall be empowered to call special meetings of the Executive Council.

Section 5. A majority of the number of voting members of the Diocesan Executive Council shall constitute a quorum for the Executive Council. An action by a majority of those present at a meeting at which a quorum is present shall be the act of the Diocesan Executive Council.

Section 6. The Diocesan Executive Council shall submit to each Convention the following:

- a) A report of the work done under its supervision during the preceding conciliar year.
- b) Reports of the Treasurer of the Diocese of Eau Claire, Inc., for the preceding year.
- c) A Diocesan budget for the following fiscal year.
- d) A schedule of apportionments for the Congregations of the Diocese, computed in accordance with the provisions of these Canons.

Section 7. The reports, budgets and schedules described in (b), (c) and (d) of the preceding Section shall be printed and sent to the clergy of the Diocese, to the Wardens of the Congregations, and to the Deputies to Convention, before the convening of the Convention; but no such report, budget or schedule shall be regarded as having been adopted until appropriate action thereon shall have been taken by the Diocesan Executive Council, except by a two-thirds vote of the Convention.

Section 8. The Diocesan Executive Council shall have power to spend all money provided in the budget adopted by the Convention for the purpose therein specified, any money actually received in any year over the amount required by the budget for that year, and any unexpended balances. But in case any expenditures shall in any year exceed the amount provided in the budget for that year, a detailed statement of such excesses shall be made to the next Convention. The Diocesan Executive Council shall have the authority to make changes to the Budget adopted by the Convention if such changes are warranted by unusual and unanticipated circumstances. A detailed report of such changes to the budget and the reasons for making those changes shall be made to the next Convention.

Section 9. All salaries payable from diocesan funds, other than salaries determined by the Convention, shall be fixed by the Diocesan Executive Council. The Diocesan Executive Council shall determine the compensation package to be paid to clergy by all congregations receiving financial aid from the Diocese.

Section 10. The Diocesan Executive Council shall meet at least four times each year at such dates as the Bishop designates.

Resolution 2013-04

RESOLVED, that the 85th Annual Convention of the Diocese of Eau Claire repeal Canon 14 and recreate it to read:

Canon 14: Of the Standing Committee

Section 1. The members of the Standing Committee shall be three lay persons and three clergy persons elected at large by the Convention. The term of office for the six members shall be three years with one lay person and one clergy person elected each year. The members shall not be eligible for reelection until one year after their previous term has expired.

Section 2. The Standing Committee shall at its first meeting each year elect from its own body a President. The Bishop shall convene the first meeting of the Standing Committee for the purpose of the election of a President, who will assume office immediately. The Vice President of the Executive Council shall not serve as President of the Standing Committee.

Section 3. The President shall appoint a Secretary who shall prepare and present to the Convention a report of all the official acts of the Committee during the previous councilor year.

Mr. Jim Pelish presented Resolutions 2013-02, 2013-03, and 2013-04 concurrently. **Rev. George Stamm MOVED to accept the Resolutions. Mr. John Meacham Second. Unanimous "Yes" voice vote. So moved.**

Resolution 2013-05

RESOLVED, that the 85th Annual Convention of the Diocese of Eau Claire revise Canon 15, Sections 1 and 2 to read:

Canon 15: Of the Deputies to the General Convention and the Provincial Synod

Section 1. The Deputies to the General Convention shall consist of four priests or deacons and four laypersons and their respective alternates, each elected for a period of three years.

Section 2. The Deputies to the Provincial Synod shall consist of one priest or deacon and two laypersons and their respective alternates, each elected for a period of three years.

Mr. Jim Pelish presented Resolution 2013-05.

Rev. George Stamm MOVED to accept the Resolutions. Mr. John Meacham Second. Unanimous "Yes" voice vote. So moved.

Resolution 2013-06

RESOLVED, that the 85th Annual Convention of the Diocese of Eau Claire repeal Canon 21.

Mr. Jim Pelish presented Resolution 2013-05.

Mr. John Meacham MOVED to accept the Resolutions. Rev. George Stamm Second. Unanimous "Yes" voice vote. So moved.

Mr. Jim Pelish asked that Convention recognize the enduring and diligent work of all individuals who had served in some form on the Bundy Hall Board. Convention responded with exuberant applause.

Resolution 2013-07

Be it resolved that, the deputies of the 85th Convention of the Diocese of Eau Claire express our heartfelt sympathy for the people of All Saints' Church, Peshawar, our partner in the Anglican Communion, attacked by Islamic militants on September 22nd, 2013. While at worship on that Sunday morning, 127 were martyred and 170 severely injured. We, the People of God gathered in this assembly, express our solidarity with

those who constantly live under oppression and fear. We give thanks to God for their faithful witness and pray in hope for peace and harmony between Christian and Muslim people, Children of the Abrahamic Faith.

We commend the work of our Priest, the Rev'd Canon Dr. Patrick Augustine, Canon and Commissary to the Bishop of Peshawar, Pakistan to be the voice of persecuted communities.

Be it further resolved that, this resolution be sent to the Bishop of Peshawar, Pakistan, the Archbishop of Canterbury, and the Presiding Bishop of the Episcopal Church.

The Very Rev. Patrick Augustine presented Resolution 2013-07.

Rev. Peter Augustine MOVED to accept the Resolution. Rev. Scott Kirby Second.

Unanimous "Yes" voice vote. So moved.

13. Elections for Diocesan Leadership Positions:

Bishop Lambert asked that all individuals who ran unopposed be unanimously elected.

Rev. George Stamm MOVED that the convention unanimously elect all those who ran for diocesan Leadership Positions unopposed. Ms. Jeno Love Second. Unanimous "Yes" voice vote. So moved.

The Very Rev. Scott Kirby announced the results of the elections for Diocesan Leadership Positions as follows:

Standing Committee:

*Mark Ricker+

Patrick Kelley

Executive Council:

*Peter Augustine+

*Ron Hall (unfinished term)

*Judy Neste

*Gary Veldey

COM:

*Mike Greene+

*Nancy Firth

Secretary:

*Aaron Zook+

Treasurer:

*Bob Weathers

Trustees:

- *Lynn Fowler
- *Bob Weathers

Ecclesiastical Disciplinary Board:

- *Kathy Charles+--1 yr. term
- *Bruce Gardner+--2 yr. term
- *Bob Hoekstra+--3 yr. term
- *Ellie Michaud+--3 yr. term
- *Ron Hall—3 yr term
- *Stephanie Power—2 yr term
- *Lora Stefanski—1 yr term

General Convention Deputies:

Guy Usher+
Kathy Charles+
Michael Greene+
Dn. Jo Glasser
(Clergy Alternate) Patrick Augustine
Deb Lorenze
Gregg Westigard
Claire Fliess
Eileen Yeakley
(Lay Alternate) Joan Smalstig

Provincial Synod Deputies:

- Bob Hoekstra+
- *Anna Zook

*denotes an unopposed election.

14. Bishop Lambert's Address:

The Bishop's Address was disseminated after which Bp. Lambert read the address to the Convention, which was met with a loud ovation. Convention broke into small groups to discuss the content and message of the Address. The floor was opened for comments, of which there were several, most notable of which came from the Rt. Rev. James Adams, Assisting Bishop of Eau Claire, who noted that he had never heard an Episcopal Bishop with the courage to promote Evangelism as a Diocesan Enterprise. Many others added their own thoughts and proposed tactics for implementing Bp. Lambert's Call to Action.

15. Trustees of the Diocese of Eau Claire:

Presentation of 2013 Financial Reports and 2014 Budget- Bob Weathers presenting.

All clergy and deputies received this report and the accompanying Budget Proposal in Advance. The Budget for 2014 is based on apportionment asking of 10%.

Ms. Jenö Love MOVED ACCEPTANCE of the 2014 budget. Rev. Peter Augustine Second. Unanimous “Yes” voice vote. So moved.

16. Advance Reports:

Advance Reports Received by Title

- i. Commission on Ministry
- ii. Standing Committee
- iii. Families Moving Forward Together Program
- iv. The Haiti Project
- v. Blue Mountain Project

Ms. Elaine Ellenson MOVED to receive the written reports as presented: Mr. Bob Weathers. Voice Vote. Unanimous “Yes”. So moved.

17. 2013 Clergy Changes

- The Rev. Bebe Dwyer and the Rev. Aaron Zook were ordained as Transitional Deacons at Christ Church Cathedral on Friday, December 15th, 2012.
- Mr. Steven Burns was installed as Lay Minister in Charge of St. Alban the Martyr in Superior.
- The Venerable Jeanne Stout transferred to the Diocese of Michigan.
- The Very Rev. Dale Klitzke transferred to the Diocese of Upper South Carolina.
- The Rev. Bob Rodgers was transferred to the Diocese of Fond du Lac. He died on March 24th, 2013.
- The Rt. Rev. William Jay Lambert, III was consecrated as the 6th Bishop Diocesan of Eau Claire at Christ Church Cathedral on Saturday, March 16th, 2013.
- The Rev'd Aaron Zook was ordained Priest at Christ Church Cathedral on June 29th, 2013.
- The Rev. Mark Ricker was received from the Diocese of Central Florida, ordained Priest on August 17th, 2013 and installed as rector of St. Andrew's Ashland.
- The Rev. Sandra Castillo resigned as Priest-in-Charge of St. John's, Sparta on December 31st, 2012 and transferred to the Diocese of Oklahoma.
- The Rt. Rev. James Adams became geographically resident in the Diocese of Eau Claire and was subsequently named the Assisting Bishop of the Diocese.
- The Rev. Jackie Broughton began residential studies at Nashotah House Theological Seminary in partial completion of her pursuit of ordination to the Sacred Order of Priests.
- The Rev. Thomas Winkler was licensed to celebrate in the Diocese of Eau Claire.

18. Bishop's Appointments

Assisting Bishop

The Rt. Rev. James Adams

Bishop's Council of Advice

Chancellor

Regional Deans

Camps & Conferences

Mr. Drew Lorenz

Chancellor

Mr. Jim Pelish

COM

The Rev. Jo Glasser

Dr. Paul Chase

Ms. Mary Ellen Filkins

Ms. Evelyn Usher

Constitution & Canons/Resolutions

The Bishop (*ex officio*)

Mr. Jim Pelish, Chancellor (*ex officio*)

The Rev. Guy Usher

The Rev. Aaron Zook

Mr. Bill Smith

The Rt. Rev. James Adams

Cursillo Secretariat

Ms. Cinders Pogalz, Convener

Ms. Ellen Allison

Ms. Alice Brown

Ms. Jany Chumas

Mr. Ron Hall

The Rev. Kathleen Charles

Ecumenical Relations

The Rev. Aaron Zook

Episcopal Relief and Development (ERD)

Ms. Alice Brown

Examining Chaplains

The Very Rev. H. Scott Kirby

The Very Rev. Michael Greene

The Rev. Canon Bruce N. Gardner

Historiographer

Ms. Heather Kirby

Liturgy & Worship

The Very Rev. H. Scott Kirby

The Rev. Canon Bruce N. Gardner

The Very Rev. Michael Greene

The Rev. Aaron Zook

Nominating Committee

Regional Deans

Diocesan Administrator

Peace & Justice; Anti-racism

Dr. Kent Shifferd

The Rev. Peter Augustine

Wisconsin Council of Churches

The Bishop

The Rev. Aaron Zook

Ms. Carla Marcou

19. Resolutions of Courtesy

Presented by The Very Rev. H. Scott Kirby

Be it resolved, that the 85th Convention of the Diocese of Eau Claire extend our appreciation to the members and clergy of The Church of the Ascension, Hayward, Wisconsin whose singular efforts and diligence provided for the worship and meeting space and dining arrangements for this Convention;

Be it further resolved, that this 85th Convention recognize the time and energy of The Reverend Aaron Zook, and Mr. Robert Weathers whose time and efforts provided the detailed materials dispersed to the delegates of this Convention;

Be it further resolved, that this 85th Convention express our grateful thanks to all those who have served on diocesan committees and commissions and all others who have served the diocese in this past year;

Be it further resolved, that this 85th Convention send our greetings and best wishes to the Rt. Reverend William and Mrs. Jan Wantland, the Rt. Reverend Keith and Mrs. Suzie

Whitmore, The Rt. Reverend Edwin and Mrs. Ira Leidel, and to all the retired clergy, spouses, and widows of clergy who have served this diocese;

Be it further resolved, that this 85th Convention send our prayers and greetings to those clergy and delegates who were unable to attend this Convention;

Be it further resolved, that this 85th Convention send greetings to the Most Reverend Katherine Jefferts Schori, Presiding Bishop, and The Reverend Gay Jennings, President of the House of Deputies;

Be it further resolved, that this 85th Convention send our greetings and best wishes to the Rt. Reverend Russell Jacobus upon his retirement as Bishop of the Diocese of Fond du Lac, and The Reverend Matthew Gunter upon his election as the VIII Bishop of the Diocese of Fond du Lac;

Be it further resolved that this 85th Convention give thanks for the presence of the Rt. Reverend Jay Lambert and his wife, May Ruth Lambert; especially May Ruth who has traveled many miles on many occasions to be present among us with her loving graciousness;

And be it further resolved, that the Bishop Lambert's Pastoral Address to this 85th Convention be published or read in all the congregations of the Diocese of Eau Claire.

Respectfully Submitted by,

The Very Reverend H. Scott Kirby

Dispatch of Business for the 85th Convention of the Diocese of Eau Claire

Dean Emeritus, Christ Church Cathedral

Vice President, House of Deputies, 77th General Convention

The Resolutions of Courtesy were Unanimously accepted by Voice Vote. So Moved.

20. Invitation to 2014 Convention

- a. **2014 Convention**, invitation extended by The Rev. Kathleen Charles, Priest in Charge of St. Mary's Episcopal Church, Tomah. Date to be determined. **Invitation accepted.**
- b. **2015 Convention**: invitation extended by The Very Rev. Michael Greene, Dean of Christ Church Cathedral, Eau Claire. Date to be determined. **Invitation accepted.**

11:13 AM Dispatch of Business, The Very Rev. H. Scott Kirby announced the completion of Convention business and asked for a motion to adjourn the 85th Convention of the Diocese of Eau Claire.

Rev. George Stamm MOVED to close Convention. Mr. Kenneth Johnson Second. Voice Vote. Unanimous. So Moved.

Bishop Lambert gave a final blessing and dismissed the 85th Convention of the Diocese of Eau Claire.

The Holy Eucharist followed at 11:45 AM at Church of the Ascension, Hayward. Bishop Rick Hoyme, Northwest Synod of the ELCA preached. The Rt. Rev. William Jay Lambert and the Very Rev. Art Hancock

concelebrated and Dn. Jo Glasser served as Deacon. The Offering from the service was split between the Haiti Project and the Blue Mountain Project.

Following the Eucharist, lunch was served in the Grand Ballroom of Flat Creek INN and Suites, Hayward.

Respectfully Submitted,
The Rev. Aaron Zook
Secretary of the 85th Convention

Minutes Reviewed by:
The Rev. Jo Glasser
The Rt. Rev. William Jay Lambert

**Bishop Lambert's Address to the 85th Convention of the Diocese of Eau Claire
November 9, 2013**

Dear Delegates and Friends of the Diocese of Eau Claire,

Our Lord Jesus Christ is with us! What a wonderful day! What a splendid time to be alive! What a Diocese we are privileged to serve!

I have been your bishop nearly eight months. During that time I have come to learn your story. I have become keenly aware of the last five years. Much of what happened is sad, but there were bright spots. For Bishop Leidel and his two and a half year tenure I give thanks. He gave you direction and guided you through many issues and problems. I also thank the Trustees of the Diocese. Over five years they moved us from financial implosion to the solid foundation we now enjoy. Bob Weathers and the Executive Council are able to present to you a budget with apportionments reduced to 10% because the Trustees have restored the finances of the Diocese of Eau Claire. I also thank all who served on the Standing Committee and the Executive Council these past five years. I know the time was difficult. I understand the exhaustion you experienced. Please realize that your service was important. Each in your own way contributed so the diocese could find its way through what might be called the Wilderness Years.

Now we come to the present. As your new bishop I don't know exactly what I am doing. 18 months ago the thought of being your bishop would have brought laughter from me. It was a ridiculous notion. The Holy Spirit was serious, and here I am. My becoming your bishop is one of the two great surprises of my life. The other was meeting and falling in love with May Ruth. That happened in about 10 minutes. The Spirit's call to be your bishop was just about as short. It was a powerful moment for me, in which I blurted out, "Lord send someone else!" So here we are together. I don't know completely why. This does not mean I am in despair, confused, or without direction. On the contrary, I am comforted by the Spirit. Being aware that the Holy Spirit is with you and me as we walk forward together brings a spirit of peace. Right now we are laying a foundation. It is built upon trust, integrity, transparency, and respect. In the midst of this we are surrounded by one great truth. Without it we have no purpose, but with it we have everything.

That truth is Emmanuel. God is with us. Jesus Christ is the Way the Truth and the Life. He is Savior and Lord! He has taught us to live the Gospel—the Good News. Through Jesus' resurrection we have become an Easter people. My brothers and sisters of Eau Claire, this is not church jargon. It isn't pie in the sky talk. It isn't spin. This is a true message. It meant everything to the disciples. It was the driving energy behind the tremendous work of St. Paul and the early church. These teachings transform people today! Look at the alternative language. Consider your television or computer sites. Out there are all sorts of strange ideas and false values. It is an empty world. In contrast Jesus offers everyone Living Water. You drink from this, and thirst is quenched—permanently. Who will bring this water to others? At this 85th Diocesan Convention look around and consider yourself. Here within the Diocese of Eau Claire is the answer.

Imagine that you are with Jesus as Risen Lord in the Upper Room with the other disciples. One of the disciples, let's say Peter, asks Jesus this question, "Lord, we know you have brought to us eternal life. How do we share this with others who do not know you?" What if Jesus responded this way, "Well, let's just sit here in this Upper Room and see how many people want to join us?" That answer would be unthinkable. It would be ineffective and an invitation to laziness. Worst of all, instead of spreading the Good News, Jesus would be teaching us to hoard it. It might be healthy to laugh at this crazy approach so we won't cry. You see, this is how nearly all our churches function in 21st century America. Congregational development experts call this the "Attraction Church Model." You open your doors on Sunday morning and hope people walk in. If Jesus applied this model with his disciples, what would have become of the Church? You know the answer. What amazes me is that this model of Christianity dominates our thinking today.

Our Diocese of Eau Claire is small. We are fragile. With a few missteps we can disappear as a Church body. There is something liberating in this. Janis Joplin in the 1960's had a hit song, *Me and Bobby McGee*. In there is the lyric, "Freedom is just another word for nothing left to lose." Our recent diocesan story is that traditional Christian practices for congregational development have served us poorly. We have closed churches; we have little money; the attraction church model is killing us! God is calling us to freedom. There is nothing left to lose!

It is time for a new model. The old model with its poor results calls forth the phrase, "Necessity is the mother of invention." Here is where I am: I am an old priest trying to make sense of being a new bishop. I have many years experience protecting the vested interests of the attraction church. I have become a very good attraction church maintenance man. As your new bishop I am confronted with this reality: **THE OLD MODEL DOESN'T WORK ANYMORE IN EAU CLAIRE!** Freedom is having nothing left to lose!

As Jesus and the disciples left the Upper Room, we mentally have to leave our brick and mortar churches. What this means is as we encounter people in everyday life we leave behind the concerns of Christ Church La Crosse, Christ Church Cathedral, and Ascension Hayward. We focus upon that person we have just met. She or he may be family, friend, stranger or neighbor. We come equipped with the Good News. We listen with undivided attention. If needed we provide hospitality. When we hear of a problem or a fear, we respond by offering that person the Living Water of Jesus. Your Church of St. Katharine's Owen, St. Luke's Springbrook, or St. John's Sparta is secondary, It is an afterthought. It is the bridge to cross down the road. It is where you guide someone who needs further resources.

Notice that Jesus formed the disciples before he sent them out. They did not go forth seeing people and not knowing why. The disciples knew that the cup they carried had Living Water. They took every opportunity to be formed in the teachings of Jesus. When Jesus told them they were ready, the disciples went out. They were not comfortable. Those first efforts may have been clumsy, but they did know Jesus was with them. They were equipped with the Spirit. As we attempt to share the Living Water with others, we too are not alone.

Make no mistake about it. This is important work. In some instances what you are offering others is literally the difference between life and death. Remember this is a reactive ministry. You start your day in a normal way, but you take the words from the old railroad crossing sign of stop, look, listen! When you see someone hurting or in need you respond. Your cup is full of Living Water, and you give it to this person to drink. The Living Water will both soothe thirst and make the person want more. You are changing a person's life! O my God! Heaven forbid! What would your grandmother say?!! You have become an evangelist!

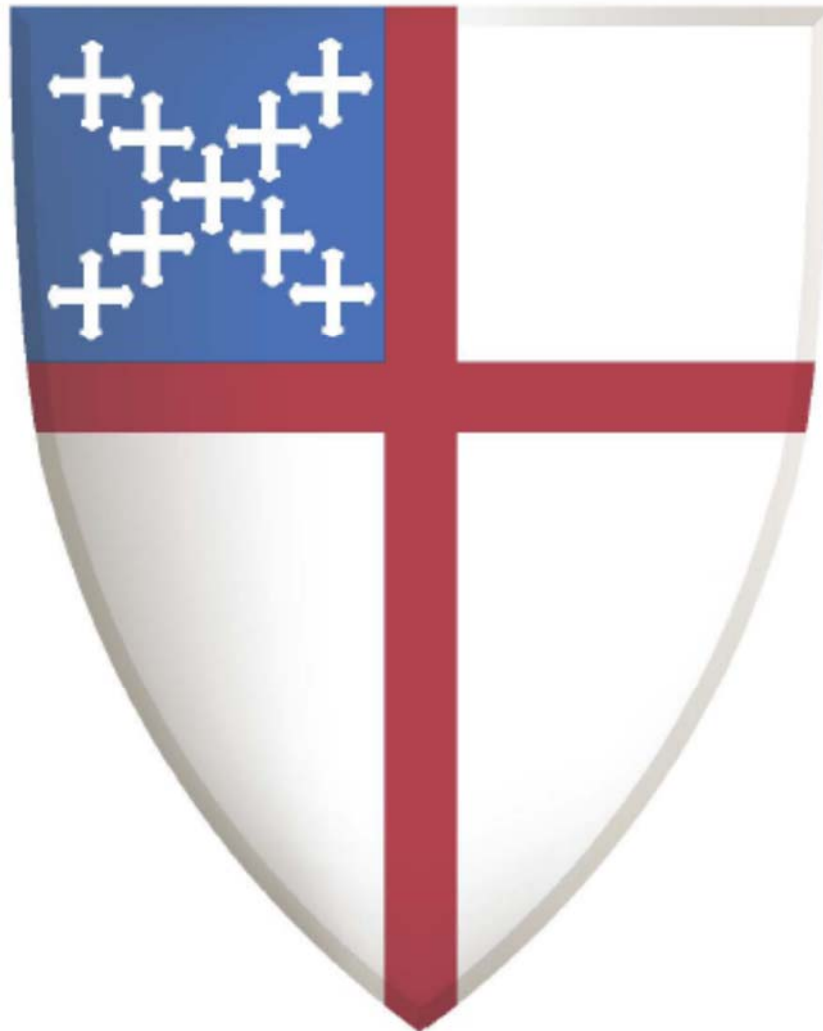
As your bishop, this is all I ask you to do right now. I request that you take this message to heart. Take this responsibility and as a boy or girl works with discipline to be an increasingly better baseball player, piano player, or ballerina, I ask that you do all you can to develop the skills of an evangelist. Read the bible. Study the saints. Take what you know and extend your faith to others. Meanwhile, let your church community support you. Let St. Andrew's Ashland, St. Paul's Hudson, and St. Mary's Tomah aid you in living and sharing the Christian life. With this support you can make a difference to those people you encounter during the week.

For our diocese and for each of our parishes, let's make this the main work we do. My beloved priests and deacons, will you commit to leading your people to make this leap of faith? Will you equip them for this ministry? Dear Wardens and Vestry Members, will you reorient resources of parish life so evangelism can be a priority? O Christian People of God in the Diocese of Eau Claire, will you dare to live into this calling? As for me, I pledge to you that I as your bishop will do all I can to provide support systems and resources to move you away from attraction church practices and into the new model of evangelism.

I have asked you to step out in faith with me into uncharted waters. I know you are aware of the dangers. Your discomfort is understandable. There also is another side, and it is just as real. God is with you. You are not alone. You have a very powerful friend accompanying you as you step forward in faith. If you let him, God will take charge. Realize you won't make sense of his accompanying you. It just is. As you share your faith you are giving balm to those who are hurting. It will exhaust and exhilarate you at the same time. This is holy work. You will make a difference. God will be happy with what you are doing. You will have no better feeling on this earth! This is what it means to be truly blessed! Let's live the evangelical life! Let's go to work! Amen!

Your brother in Christ,
W. Jay Lambert

**85th Convention of The Diocese of Eau Claire
The Episcopal Church of the Ascension
Hayward, WI 54843
November 8-9, 2013**



**Treasurer's Report
2014 Budget**

The Diocese of Eau Claire

Treasurer's Report

As Of November 3, 2013

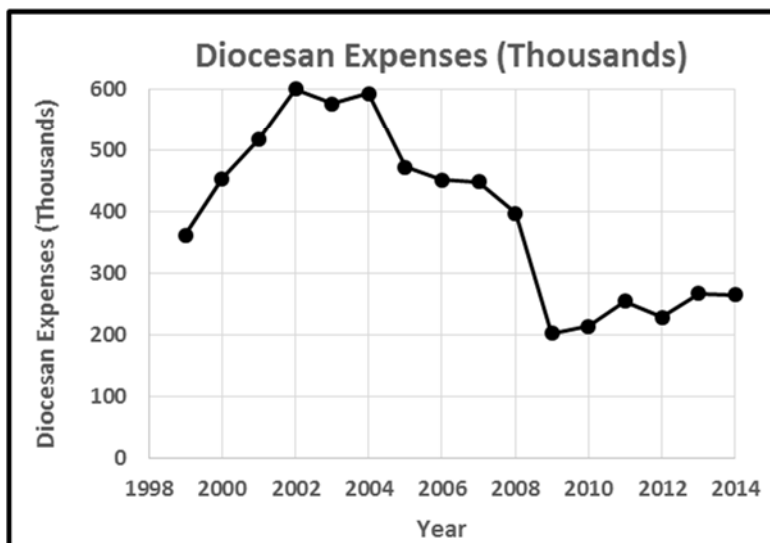
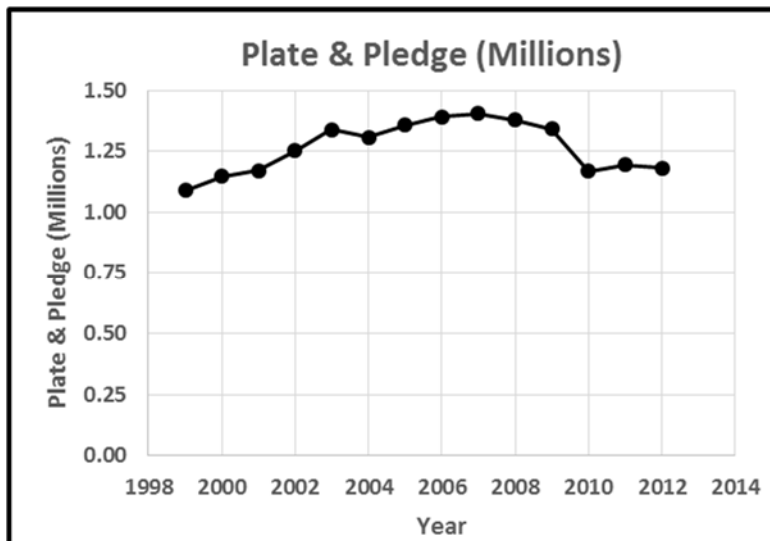
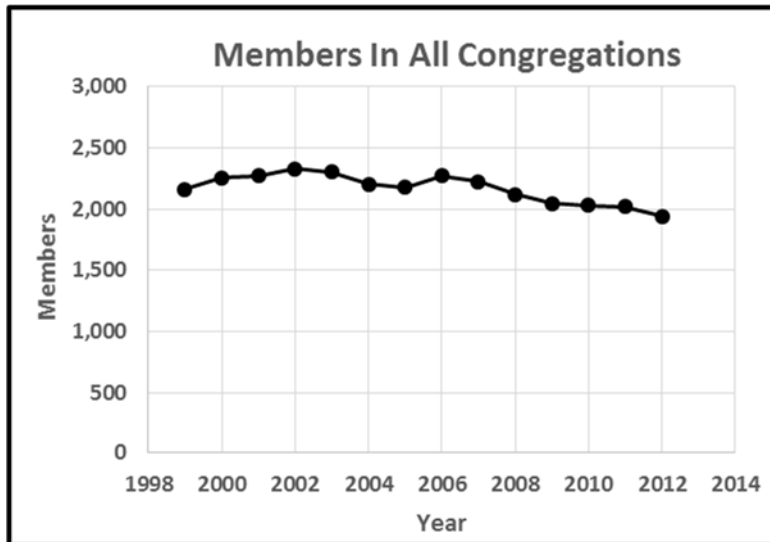
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12	Election Of A Bishop Expenses

Recommendation

The attached budget is forwarded with the unanimous recommendation of Bishop Lambert, the Trustees of the Diocese in their capacity as Diocesan Budget & Finance Commission, and Executive Council it be adopted.

A Brief Financial History



The long term trend in **Diocesan Membership** is one of gradual decline, from 2,160 members in 1999 to 1,940 at the end of 2012.

From 1999 to 2007, **Plate & Pledge** in all Diocesan Congregations grew from \$1.09 to \$1.40 million, an average annual increase of about 3.2%. During this 8 year span, our membership, while shrinking, increased their collective giving by an amount that kept pace with inflation.

From 2007 to 2010, **Plate & Pledge** declined from \$1.40 to \$1.17 million. Bishop Whitmore's 2008 resignation, the fact several congregations were struggling with internal conflicts, and the Great Recession of 2008 created a **Perfect Storm** during these 3 years.

Despite declining membership and lack of growth in Plate & Pledge, **Diocesan Expenses** increased by 65% in the first 3 years following Bishop Whitmore's election. These expenses were financed by invading endowments. By 2004, this financial structure was no longer sustainable.

Although finances remain very fragile, actions taken since 2008-9 have stabilized the diocesan budget. Nonetheless significant challenges remain. Good stewardship combined with careful financial management is essential if we are to avoid a return to the past. Of immediate concern is the fact Diocesan Expenses are again rising while membership and Plate & Pledge continue their decline.

Bob Weathers

Bob Weathers
Treasurer
Diocese of Eau Claire
November 3, 2013

Diocese Of Eau Claire Inc **Calculation Of 2014 Apportionment**

Congregation	Net Disposable Income By Year From Page 3 Box B Parochial Report						Lesser Of				2014	
	2006	2007	2008	2009	2010	2011	2012	2010-2 3 Yr Avg	3 Yr Avg Or 2012 NDI	10% Annual Apptmnt	2014 Monthly Apptmnt	
Ashland St Andrew's	121,894	89,410	84,112	83,392	77,099	73,495	41,528	64,041	41,528	4,152	346	
Bayfield Christ Church	26,190	37,196	31,700	14,327	2,446	8,865	14,871	8,727	8,727	876	73	
Chippewa Falls Christ Church	64,040	47,079	52,948	41,259	45,246	50,069	38,647	44,654	38,647	3,864	322	
Chippewa Falls St Simeon's	36,537	38,265	38,188	34,986	35,484	32,578	36,194	34,752	34,752	3,480	290	
Clear Lake St Barnabas	11,183	11,001	8,150	7,474	6,630	10,452	10,333	9,138	9,138	912	76	
Conrath Holy Trinity	22,487	23,456	21,106	17,382	14,399	12,784	14,173	13,785	13,785	1,380	115	
Eau Claire Christ Church Cath	263,566	309,563	309,718	302,119	224,878	213,202	214,387	217,489	214,387	21,444	1,787	
Hayward Ascension	85,167	91,697	85,557	89,942	89,934	92,341	82,244	88,173	82,244	8,220	685	
Hudson St Paul's	260,156	228,350	192,111	177,123	167,954	149,074	156,974	158,001	156,974	15,696	1,308	
La Crosse Christ Church	278,601	295,752	305,503	293,371	303,961	309,942	330,892	314,932	314,932	31,488	2,624	
Mauston St John's	26,272	13,789	17,900	20,248	7,881	-	-	-	-	-	-	
Menomonee Grace Church	86,702	86,372	109,606	88,250	113,407	86,234	80,853	93,498	80,853	8,088	674	
New Richmond Sts Thomas & John	13,221	16,668	18,845	20,589	15,820	18,043	19,324	17,729	17,729	1,776	148	
Owen St Katherine's	33,035	24,992	21,715	24,153	21,231	23,441	22,092	22,255	22,092	2,208	184	
Park Falls St Margaret's	9,861	9,905	10,729	8,968	8,859	-	-	-	-	-	-	
Phillips Our Saviour's	13,285	13,691	11,018	13,259	13,859	13,168	14,189	13,739	13,739	1,368	114	
Rice Lake Grace Church	92,337	90,503	93,446	90,692	88,707	87,902	85,990	87,533	85,990	8,604	717	
Sparta St John's	57,417	61,779	59,306	73,634	66,312	53,669	64,865	61,615	61,615	6,156	513	
Spooner St Alban's	54,462	56,142	82,472	54,152	47,443	41,484	37,036	41,988	37,036	3,708	309	
Springbrook St Luke's	26,677	41,628	33,912	28,781	35,391	39,109	32,771	35,757	32,771	3,276	273	
Superior St Alban's	29,500	48,186	48,291	43,964	52,732	49,459	50,980	51,057	50,980	5,100	425	
Tomah St Mary's	65,979	87,999	76,597	48,346	33,565	59,631	67,191	53,462	53,462	5,352	446	
	1,678,569	1,723,423	1,712,930	1,576,411	1,473,238	1,424,942	1,415,534	1,432,325	1,371,382	137,148	11,429	
% Increase (Decrease) From Pr Yr		2.67%	-0.61%	-7.97%	-6.54%	-3.28%	-0.66%					
% Increase (Decrease) From 2006		2.67%	2.05%	-6.09%	-12.23%	-15.11%	-15.67%					

Diocese Of Eau Claire Inc

2014 Proposed Budget Endowment Income

	Est MV Dec 31, '13	5% End Inc	After 20% Mkt Corr	Act MV Aug 31, '13
FUND BALANCES				
Diocesan Endowments				
Bishop Horstick Memorial Fund	47,000	2,350	2,115	44,874
Boyd Williams Legacy	120,000	6,000	5,400	116,281
Camp Horstick Endowments	136,000	6,800	6,120	132,551
Care Of The Aged - Special Aid	46,000	2,300	2,070	45,163
Charles T & May K Bundy Memorial	460,000	23,000	20,700	457,641
Diocese Endowment Fund	260,000	13,000	11,700	252,965
Dr James L Murphy Memorial Fund	100,000	5,000	4,500	95,470
Dulaney Memorial Fund	390,000	19,500	17,550	382,928
Episcopate Fund	220,000	11,000	9,900	214,810
VIM Continuing Education Fund	29,000	1,450	1,305	27,072
Property Sales				
Altoona St Luke's	47,000	2,350	2,115	45,264
Barron St Mark's	37,000	1,850	1,665	36,410
Bishop's Condo	143,000	7,150	6,435	142,095
Ladysmith St Luke's	34,000	1,700	1,530	34,168
Mauston St John's (Still For Sale)	15,000	750	675	13,765
Medford St Mary's	28,000	1,400	1,260	28,023
Park Falls St Margaret's	52,000	2,600	2,340	53,277
River Falls Trinity				
Sale of Church	148,000	7,400	6,660	145,983
Endowments	140,000	7,000	6,300	142,319
Shell Lake St Stephen's	35,000	1,750	1,575	35,014
Turtle Lake St Philip's	13,000	650	585	13,124
Total Diocesan Endowments	2,500,000	125,000	112,500	2,459,197
Congregation Endowments	450,000			447,422
Trustee Endowments	210,000			210,000
Restricted Funds	85,000			80,666
Unrestricted Funds	90,000			88,099
TOTAL FUND BALANCES	3,335,000			3,285,384

Trustees Of Diocese Of Eau Claire Endowment Fund Trust Point Inc Equivalent Annual Return			
Before Mgmt Fee	After Mgmt Fee	Period Ending 08/31/2013	
11.6%	11.1%	4 Yrs 8 Mos From 12/31/2008	
9.4%	9.0%	3 Yrs 8 Mos From 12/31/2009	
8.0%	7.5%	2 Yrs 8 Mos From 12/31/2010	
13.9%	13.4%	1 Yr 8 Mos From 12/31/2011	
8.4%	8.0%	8 Mos From 12/31/2012	

At 08/31/2013, MV of Diocesan Endowments was \$2,459,197. By 12/31/2013, it's estimated the MV of these Endowments will be \$2,500,000.

Assuming a payout of 5%, these Endowments will generate \$125,000 in Endowment Income for 2014. Assuming a 20% Market Correction in 2014, Income from this source will be reduced to \$112,500. The 2014 Budget is based on this number - \$112,500 in Endowment Income.

The Table above shows Trust Point has been generating returns above 5% per year. Income exceeding 5% per year will be reinvested as a hedge against inflation.

This proposal requires the following changes to current practice:

- Endowment payout to be increased from 4% to 5% per year.
- Bundy Memorial Fund income to be paid to the Diocesan Budget.
- River Falls Trinity Endowment Income to be paid to the Diocesan Budget.



Diocese Of Eau Claire Inc
Consolidated Comparative Financial Statement Excluding Property (Cash Basis)
Summary Of Ministry Program Receipts And Disbursements

	For the Year Ended December 31 st					
	2014	2013	2013	2012	2011	2009
	Budget	Estimate	Budget	Actual	Actual	Actual
<u>RECEIPTS</u>						
Apportionments	133,200	205,548	183,548	207,777	203,355	232,596
Endowment Income	112,500	65,000	52,400	53,099	18,235	18,261
All Other Income	11,400	1,500	-	208	1,160	5,565
TOTAL RECEIPTS	257,100	272,048	235,948	261,084	222,750	256,422
<u>DISBURSEMENTS</u>						
Episcopate (Part-Time)	72,200	66,300	63,333	51,200	61,376	6,873
Diocesan Administrator (Part-Time)	43,200	42,760	42,760	41,422	86,383	90,806
Help Clergy	30,600	27,200	29,800	29,436	24,086	22,643
Office Expenses	22,800	26,500	26,950	29,250	24,744	30,781
Help Outside The Diocese	22,000	21,900	21,910	20,356	26,960	24,440
Help Ashland St Andrews	21,000	16,300	-	-	-	-
Save For Future Expenses	19,900	20,200	10,500	5,000	5,000	5,000
Help Diocesan Programs	16,600	11,900	10,000	5,465	3,653	1,460
Trust Point Inc Management Fee	15,000	10,200	7,400	7,197	4,430	2,940
Help River Falls Anam Cara	1,600	20,900	20,883	33,408	-	-
Help Bundy Hall	-	-	-	6,136	17,746	18,026
TOTAL DISBURSEMENTS	264,900	264,160	233,536	228,870	254,378	202,969
TOTAL RECEIPTS	257,100	272,048	235,948	261,084	222,750	256,422
LESS: TOTAL DISBURSEMENTS	(264,900)	(264,160)	(233,536)	(228,870)	(254,378)	(202,969)
SURPLUS (DEFICIT) FOR THE YEAR	(7,800)	7,888	2,412	32,214	(31,628)	53,453
ADD: CARRYOVER FROM PRIOR YEAR	95,987	88,099	88,099	55,885	87,513	8,507
CARRYOVER TO NEXT YEAR	88,187	95,987	90,511	88,099	55,885	61,960

DIOCESE OF EAU CLAIRE INC TREASURER'S COMMENTS 2014 PROPOSED BUDGET

These comments are best read in conjunction with the **2014 Proposed Budget Detail** (pages 7 to 11). The Budget proposes a deficit of \$7,800 (receipts of \$257,100 and disbursements of \$264,900).

400000 - Apportionments. Apportionments are reduced from 15% to 10% of a congregation's Operating Income. Calculation is made as follows (see Page 2).

- Step 1: Calculate the arithmetic average of the Box B Page 3 amount from Parochial Reports for the three years from 2010 to 2012 inclusive.
- Step 2: Take the lesser of the Step 1 amount or the amount in Box B of the 2012 Parochial Report.
- Step 3: Take 10% of the amount from Step 2. This is the congregation's 2014 Apportionment.

410000 - Endowment Income. See Page 3 for an explanation of how this amount was estimated. It assumes payout from Endowments will be increased from 4% annually to 5%. It also assumes income generated from the sale of Bundy Hall will be paid to the Diocesan Budget. Income from residue Endowments from River Falls Trinity will be paid to the Diocesan Budget rather than reinvested as in the past. Provision has been made for up to a 20% market correction in 2014. Once Mauston St John's sells, sale proceeds will be added to Endowments and income from it paid to the Diocesan Budget. Returns generated by Trust Point in excess of 5% will be reinvested as a hedge against inflation.

The Trustees take note a 5% distribution is at the high-end of generally accepted practice for distributing income from trusts and endowments. Over a market cycle, Trust Point's performance has consistently been 7% or better, the target set by the Trustees. By investing returns above 5%, corpus of endowments in-hand will grow at an amount able to keep up with inflation. The greatest risk to this investment strategy is the temptation to invade endowment principal.

nnnnnn - JBdP Enrichment Grant. A \$10,000 Enrichment Grant from the Jesse Ball du Pont Fund is expected to be received in 2014. The bishop advises terms of the grant require it be paid to the Bishop's Discretionary Fund. This grant has been used in the past to supplement the Bishop's Travel Expense and Diocesan Clergy Expenses among other things. It's anticipated it will be used in similar fashions in 2014 thereby relieving pressure on the Diocesan Budget. Receipt of this grant is not shown in the 2014 Proposed Budget.

600000 - Episcopate (Half-Time). The 2014 Budget has been increased to reflect the bishop will be here for 12 months rather than the 10½ in 2013. His part-time salary is \$34,200 per year. The diocese pays rent for a house (\$1,300 per month) and provides dental insurance (\$115 per month) for the bishop and spouse. The bishop pays his own utilities and provides his own medical insurance. Mileage reimbursement of up to \$8,400 is provided which converts to about 14,800 miles each year at current IRS rates. In addition to what is available through the JBdP Enrichment Grant, up to an additional \$5,000 is provided in the Diocesan Budget to support the Bishop's Travel Outside The Diocese. \$7,620 is provided for the bishop's Pastoral Care Expenses.

610000 - Diocesan Administrator (Half -Time). This is a half-time position (20 hours per week). 16 hours per week are spent in the Diocesan Office; 4 hours per week are worked remotely. Clergy Pension Premiums are paid in accordance with Church Pension Group policy. The diocese pays all Family Medical & Dental Insurance Premiums for a policy selected by the Administrator.

620000 - Help Clergy. Fr Gardner is now eligible and has been added to those clergy receiving Retired Clergy Medical Benefits under the terms of the policy enacted October 1993 by the 65th Diocesan Convention. Full funding of the Clergy Car Reserve continues.

630000 - Office Expenses. Office expense budget is \$23,800. Most expenses continue at current levels or are based on known changes. The bishop is working to replace the Wipfli Audit with one done by an Audit

Committee. It's anticipated the Audit Committee might incur expenses of \$1,000, considerably less than the 2013 cost of \$5,000. Substantially reducing Office Expense is a high priority for 2014.

640000 - Help Outside The Diocese. \$20,700 is budgeted for our ECUSA National Assessment, \$1,000 to the Wisconsin Council of Churches, and \$300 for the Diocese's Province V Assessment.

650000 - Help Ashland St Andrews. Per direction of SC/XC, \$21,000 in financial support is provided Ashland St Andrew's. Assistance expires May 2015.

660000 - Save For Future Expenses. Pages 12 and 13 show \$46,365.97 was spent to elect and consecrate Bishop Lambert. The Draft Budget puts us on pace to have \$60,000 available for another election in 8 years.

The diocese spent \$23,045.31 to send 11 Deputies to 2012 General Convention in Indianapolis. The Draft Budget puts us on pace to have \$30,000 available for Eau Claire's Deputies to attend General Convention Salt Lake City Summer 2015. This works out to be \$2,700 each if 11 Deputies go.

2012 General Convention Expenses	
Convention Expenses	
Lodging (11 Deputies For 90 Nights)	10,720.03
Per Diem (11 Deputies @ \$450)	4,950.00
Convention Registration (11 Deputies @ \$420)	4,620.00
Deputies Mileage Reimbursement	2,755.28
Total Convention Expenses	<u>23,045.31</u>

670000 - Help Diocesan Programs. \$9,700 has been earmarked for Camp Horstick, \$2,100 for Cursillo, and \$4,800 budgeted for programs not yet identified.

680000 - Trust Point Inc Management Fee. Budgeted/Estimated at \$15,000 for 2014. The increase in this expense is because the diocese has more money under management. Management Fee is about 0.6% of funds under management.

690000 - Help River Falls Anam Cara. Per direction of SC/XC, financial support will end February 2014.



Bob Weathers
Treasurer
Diocese of Eau Claire
November 3, 2013

Diocese of Eau Claire Inc

Comparative Ministry Program Receipts & Disbursements

	2014	2013	2013	2013	2012	2011	2010	2009
	Budget	Estimate	Budget	Actual	Actual	Actual	Actual	Actual
Income								
400000 - Apportionments								
400100 - Ashland St Andrew's	4,152	11,024	11,024	11,565	12,509	12,617	14,078	
400200 - Bayfield Christ Church	876	-	1,282	300	312	-	-	
400300 - Chippewa Falls Christ Church	3,864	6,829	6,829	6,787	6,189	7,942	7,174	
400400 - Chippewa Falls St Simeon's	3,480	4,887	4,887	5,324	5,750	5,640	5,705	
400500 - Clear Lake St Barnabas	912	1,228	1,228	995	1,121	1,223	1,650	
400600 - Conrath Holy Trinity	1,380	200	1,918	600	500	1,000	700	
400700 - Eau Claire Christ Church Cath	21,444	31,980	31,980	33,732	45,318	44,142	42,566	
408000 - Hayward Ascension	8,220	13,611	13,611	13,272	13,360	12,834	12,175	
400900 - Hudson St Paul's	15,696	22,361	22,361	25,298	13,000	15,000	28,008	
401000 - La Crosse Christ Church	31,488	45,364	45,364	38,050	29,400	30,600	43,600	
401500 - Mauston St John's	-	-	-	1,182	2,695	2,685	2,069	
401100 - Menomonie Grace Church	8,088	12,935	12,935	15,563	13,238	14,134	12,312	
401200 - New Richmond Sts Thomas & John	1,776	2,706	2,706	2,373	2,805	2,031	2,213	
401300 - Owen St Katherine's	2,208	3,441	3,441	3,185	3,749	3,719	3,749	
401350 - Park Falls St Margaret's	-	-	-	-	1,345	1,525	1,490	
401400 - Phillips Our Saviour's	1,368	1,975	1,975	1,907	1,898	1,653	2,013	
401500 - Rice Lake Grace Church	8,604	13,185	13,185	13,306	13,604	13,814	13,575	
401600 - Sparta St John's	6,156	8,050	8,050	9,947	9,736	8,904	8,640	
401700 - Spooner St Alban's	3,708	6,223	6,223	7,200	8,251	9,654	8,400	
401800 - Springbrook St Luke's	3,276	5,164	5,164	4,907	4,317	5,084	4,399	
401900 - Superior St Alban's	5,100	7,308	7,308	7,249	6,600	6,299	5,890	
402000 - Tomah St Mary's	5,352	7,077	7,077	5,035	7,252	11,490	11,190	
402100 - Allowance For Unpd Apportmnt	(3,948)	-	(25,000)	-	-	-	-	
402200 - Apportionments Prior Year	-	-	-	-	406	400	1,000	
Total 400000 - Apportionments	133,200	205,548	183,548	207,777	203,355	212,390	232,596	
410000 - Endowment Income	112,500	65,000	52,400	53,099	18,235	19,749	18,261	
420000 - All Other Income	11,400	1,500	-	208	1,160	7,141	5,565	
Total Income	257,100	272,048	235,948	261,084	222,750	239,280	256,422	

Diocese of Eau Claire Inc

Comparative Ministry Program Receipts & Disbursements

	2014	2013	2013	2012	2011	2010	2009
	Budget	Estimate	Budget	Actual	Actual	Actual	Actual
Expense							
600000 - Episcopate (Part-Time)							
601000 - Salary	34,200	27,583	27,583	33,750	44,063	15,250	2,876
602000 - Housing	15,600	15,100	15,100	5,414	10,103	6,972	1,595
603000 - Dental Insurance	1,380	1,080	1,080	-	-	-	-
604000 - Accountable Plan							
604100 - Travel Inside Diocese	8,400	8,000	5,000	10,697	5,947	2,954	1,673
604200 - Travel Outside Diocese	5,000	8,000	6,000	-	200	-	545
604300 - Pastoral Care	7,620	6,537	8,570	1,339	1,063	1,256	184
Total 604000 - Accountable Plan	21,020	22,537	19,570	12,036	7,210	4,210	2,402
Total 600000 - Episcopate (Part-Time)	72,200	66,300	63,333	51,200	61,376	26,432	6,873
610000 - Dioc Administrator (Part-Time)							
611000 - Salary	21,728	17,374	17,374	25,447	59,403	56,382	57,612
612000 - Medical Insurance	14,400	19,528	19,528	13,519	20,046	18,846	26,962
613000 - Dental Insurance	1,200	1,163	1,163	-	-	-	-
614000 - Pension	4,210	3,366	3,366	-	1,710	1,688	1,970
615000 - Employer Social Security	1,347	1,077	1,077	1,996	4,363	3,622	3,427
616000 - Employer Medicare	315	252	252	460	861	818	835
Total 610000 - Dioc Administrator (Part-Time)	43,200	42,760	42,760	41,422	86,383	81,356	90,806
620000 - Help Clergy							
621000 - Retired Clergy Insurance							
621100 - Life Insurance							
621101 - Gardner, Bruce	180	-	-	-	-	-	-
621102 - Kirby, Scott	180	159	159	-	-	-	-
621103 - Rogers, Sampson	180	159	159	-	-	-	-
621104 - Stillings, Eugene	180	159	159	-	-	-	-
621105 - Vierbicher, Donna	180	159	159	-	-	-	-
621106 - Wantland, William	180	159	159	-	-	-	-

Diocese of Eau Claire Inc

Comparative Ministry Program Receipts & Disbursements

	2014 Budget	2013 Estimate	2013 Budget	2012 Actual	2011 Actual	2010 Actual	2009 Actual
Total 621100 - Life Insurance	1,080	795	795	-	-	-	-
621200 - Medical Insurance							
621201 - Beauchamp, Gladys	2,040	1,980	1,980	-	-	-	-
621202 - Brown, Alice	2,040	1,980	1,980	-	-	-	-
621203 - Gardner, Bruce	2,040	-	-	-	-	-	-
621204 - Kirby, Scott (Empl+1)	4,080	3,960	3,960	-	-	-	-
621205 - Rogers, Sampson	2,040	1,980	1,980	-	-	-	-
621206 - Stillings, Eugene	2,040	1,980	1,980	-	-	-	-
621207 - Usher, Evelyn	2,040	1,980	1,980	-	-	-	-
621208 - Vierbicher, Donna	5,640	5,400	5,400	-	-	-	-
621209 - Wantland, Janet	2,040	1,980	1,980	-	-	-	-
621210 - Wantland, William	2,040	1,980	1,980	-	-	-	-
Total 621200 - Medical Insurance	26,040	23,220	23,220	-	-	-	-
621300 - Unallocated Life & Medical Ins	-	-	-				
Total 621000 - Retired Clergy Insurance	27,120	24,015	24,015	25,356	23,161	21,846	19,643
622000 - Clergy Car Reserve	3,000	2,300	3,000	2,300	700	2,000	3,000
623000 - Clergy Assistance	480	885	2,785	1,500	-	-	-
624000 - Clergy Continuing Education	-	-	-	280	225	-	-
Total 620000 - Help Clergy	30,600	27,200	29,800	29,436	24,086	23,846	22,643
630000 - Office Expenses							
630100 - Office Supplies & Expenses	5,800	3,800	4,200	4,884	3,645	4,561	3,615
630200 - Insurance	5,000	4,000	5,800	10,427	8,856	9,215	10,013
630300 - Office Rent & Utilities	5,000	5,000	5,000	5,000	5,000	5,000	5,000
630400 - Telephone, Internet, & FAX	2,400	5,000	2,400	2,397	2,141	2,221	2,256
630500 - Postage	1,100	400	1,500	800	1,091	750	1,085
630600 - Software	1,200	100	-	-	-	500	1,079
630700 - Audit	1,000	5,000	4,500	2,631	2,555	5,390	4,900
630800 - Worker's Compensation	800	600	700	-	-	-	-

Diocese of Eau Claire Inc

Comparative Ministry Program Receipts & Disbursements

	2014	2013	2013	2012	2011	2010	2009
	Budget	Estimate	Budget	Actual	Actual	Actual	Actual
630900 - Web Page Development	725	300	500	140	-	560	500
631000 - Paychex Service Fee	375	300	350	-	-	-	-
631100 - Copier	-	2,000	2,000	2,971	1,456	3,250	2,333
631200 - Cathedral Reimb WiFi	(600)	-	-	-	-	-	-
Total 630000 - Office Expenses	22,800	26,500	26,950	29,250	24,744	31,447	30,781
640000 - Help Outside The Diocese							
641000 - General Church Program	20,700	18,610	18,610	20,062	26,696	24,000	24,000
642000 - Millenium Development Goal Init	-	2,000	2,000	-	-	-	-
643000 - Wisconsin Council Of Churches	1,000	1,000	1,000	-	-	-	-
644000 - Province V Assessment	300	290	300	294	264	264	440
Total 640000 - Help Outside The Diocese	22,000	21,900	21,910	20,356	26,960	24,264	24,440
650000 - Help Ashland St Andrew's	21,000	16,300	-	-	-	-	-
660000 - Save For Future Expenses							
661000 - General Convention Travel	9,700	13,000	5,000	5,000	5,000	5,000	5,000
662000 - Election Of A Bishop	7,500	5,300	3,000	-	-	-	-
663000 - Lambeth Travel	1,200	500	1,000	-	-	-	-
664000 - Office Equipment	1,500	1,400	1,500	-	-	-	-
Total 660000 - Save For Future Expenses	19,900	20,200	10,500	5,000	5,000	5,000	5,000
670000 - Help Diocesan Programs							
671000 - Camp Horstick	9,700	3,400	6,000	5,374	3,653	3,000	1,500
672000 - Cursillo	2,100	-	2,000	91	-	-	-
672000 - All Other Diocesan Programs	4,800	8,500	2,000	-	-	-	(40)
Total 670000 - Help Diocesan Programs	16,600	11,900	10,000	5,465	3,653	3,000	1,460
680000 - Trust Point Inc Management Fee	15,000	10,200	7,400	7,197	4,430	3,793	2,940
690000 - Help River Falls Anam Cara							
691000 - Clergy Salary	922	11,055	11,055	18,417	-	-	-
692000 - Clergy Housing	312	3,750	3,750	6,250	-	-	-
693000 - Clergy Pension	222	2,664	2,664	4,440	-	-	-

Diocese of Eau Claire Inc

Comparative Ministry Program Receipts & Disbursements

	2014	2013	2013	2012	2011	2010	2009
	Budget	Estimate	Budget	Actual	Actual	Actual	Actual
694000 - Accountable Plan	144	3,431	3,414	4,301	-	-	-
Total 690000 - Help River Falls Anam Cara	1,600	20,900	20,883	33,408	-	-	-
695000 - Help Bundy Hall	-	-	-	6,136	17,746	14,589	18,026
Total Expense	264,900	264,160	233,536	228,870	254,378	213,727	202,969
Surplus (Deficit) For The Year	(7,800)	7,888	2,412	32,214	(31,628)	25,553	53,453
Carryover From Prior Year	95,987	88,099	88,099	55,885	87,513	61,960	8,507
Surplus (Deficit) For The Year	(7,800)	7,888	2,412	32,214	(31,628)	25,553	53,453
Carryover To Next Year	88,187	95,987	90,511	88,099	55,885	87,513	61,960

Trustees of The Diocese of Eau Claire Inc

Election Of A Bishop Expenses

Election Of A Bishop Expenses

Search Committee Expenses

Committee Members' Meeting Mileage (2,770.53)

Aug 3-4 Retreat

Candidates' Travel (959.57)

Committee Members' Retreat Mileage (695.42)

Aug 2 Lodging, 7 Rooms @ \$62 (434.00)

Aug 3 Lodging, 16 Rooms @ \$62 (992.00)

Aug 3 Lunch (187.09)

Aug 3 Afternoon Snacks (69.62)

Aug 3 Supper (488.01)

Aug 4 Lunch (128.70)

Aug 4 Organist (75.00)

Total Aug 3-4 Retreat (4,029.41)

Sep 7-8 Retreat

Committee Members' Retreat Mileage (422.91)

Sep 7 Lodging, 5 Rooms @ \$65 (325.00)

Sep 7 Reception Snacks (61.79)

Sep 7 Supper (318.91)

Sep 8 Lunch (88.56)

Total Sep 7-8 Retreat (1,217.17)

Oct 8-12 Walkabouts

Bus (1,650.00)

Candidates' Travel (2,159.12)

Candidates' Lodging, 26 Nights @ \$65 (1,690.00)

Candidates' Meals (574.32)

Total Oct 8-12 Walkabouts (6,073.44)

Background Checks

(3,175.26)

Total Search Committee Expenses (17,265.81)

Bishop-Elect Pre-Consecration Visits To EC

Bishop-Elect & Spouse Dec 14-15 (818.86)

Bishop-Elect Jan 7-11 (770.82)

Bishop-Elect & Spouse Feb 6-9 (928.75)

Bishop-Elect & Spouse Mar 1-3 (1,125.61)

Total Bishop-Elect Pre-Consecration Visits To EC (3,644.04)

Training Jan 27 To Feb 1 (422.44)

Trustees of The Diocese of Eau Claire Inc

Election Of A Bishop Expenses

Relocation Expenses	
Ship Household Goods	(4,251.11)
Drive Vehicles FL To WI (Gas, Lodging, & Meals)	(1,109.42)
Total Relocation Expenses	<u>(5,360.53)</u>
Vestments	(5,662.73)
Consecration Expenses	
Receptions	(6,322.28)
Rehearsal Dinner	(2,720.49)
Video	(1,432.43)
Lodging & Meals	(1,387.17)
Music	(879.00)
Bulletins	(472.18)
Security	(441.00)
Flowers	(210.27)
Postage	(145.60)
Total Consecration Expenses	<u>(14,010.42)</u>
Total Election Of A Bishop Expenses	<u><u>(46,365.97)</u></u>

SECTION 2: *Advance Reports*

Standing Committee

COM

Families Moving Forward Together

Haiti Project

Blue Mountain Project

Necrology

DIOCESE OF EAU CLAIRE
Standing Committee
2013 Report

Standing Committee Members: President, Rev. Kathy Charles; Ms. Eileen Yeakley, Mr. Garret Conover, Rev. Michael Greene, Rev. Patrick Augustine, Ms. Jany Chumas. With Voice Only: Rev. Aaron Zook

Early in 2013, the Standing Committee welcomed the Rev. Ellie Michaud, who was appointed to complete the final two years of the term begun by the Very Rev. Art Hancock, who resigned in December 2012.

Much of the Committee's focus this year was centered on two discussions, the first being the proper structure of the Standing Committee and Executive Council to preserve the open dialogue between the groups without disturbing the separation between the Episcopate and the Standing Committee. Ultimately, in concert with Bp. Lambert and the Executive Council, the majority of members found that the current system of two separate bodies that meet together to share information and opinions, is not only canonically sustainable, but also mutually beneficial.

The second conversation centered on the Diocese's agreement with the vestry of St. Andrew's, Ashland, wherein the Diocese is financially aiding that congregation in order to promote renewed ministry with the call of a dedicated priest. This discussion included continued assessment of another aided Diocesan ministry: the Anam Cara Community in River Falls. The Standing Committee continues to reassess that community and other possibilities for new and evolving ministries within the Diocese of Eau Claire.

The Standing Committee also gave the following Consents and Approvals:

Consents:

Consents were given by the Standing Committee to other dioceses for the following:

- *The Diocese of Massachusetts* to begin a search for a Bishop Coadjutor.
- *The Diocese of Southwestern Virginia* to ordain the Rev. Mark Bourlakas as Bishop Diocesan.
- *The Diocese of New York* to begin a search for a Bishop Suffragan.
- *The Diocese of North Carolina* to ordain the Rev. Anne Hodges-Copple as bishop Suffragan.
- *The Diocese of Chicago* for reunion of Chicago and the Diocese of Quincy.
- *The Diocese of Maryland* to begin a search for Bishop Suffragan
- *The Diocese of Mississippi* to begin a search for Bishop Coadjutor
- *The Diocese of New Jersey* to ordain the Rev'd Canon William H. Stokes as Bishop Diocesan
- *The Diocese of Western Michigan* to ordain the Rev'd Whayne M. Hougland, Jr. as Bishop Diocesan

Consent was given by the Standing Committee to the following individuals:

- The Rev. Aaron Zook for Ordination to the Priesthood.
- The Rev. Mark Ricker for Ordination to the Priesthood.
- Mr. Charles Farrell for Candidacy for Holy Orders and for Ordination to the Vocational Diaconate.
- Mr. Steven Burns for Candidacy for Holy Orders.

Approvals:

Approved sale of St. John's, Mauston property.

Approved a new Advisory board for the Anam Cara Community in River Falls.

Approved a Letter of Agreement between the Vestry of St. Andrew's, Ashland and the Rev. Mark Ricker.

Approved a modified Letter of Agreement with The Rt. Rev. William Jay Lambert.

The Standing Committee hopes that in the coming year, in concert with the Executive Council, Commission on Ministry and the Bishop, it will find innovative and exciting ways to support and promote the ministries of the Diocese of Eau Claire.

Gleefully Submitted,

The Rev. Aaron Zook
Secretary of the Standing Committee

**DIOCESE OF EAU CLAIRE
COMMISSION ON MINISTRY
2013 Report**

Members of the Commission on Ministry in 2013 were the Right Rev. Jay Lambert, Bishop; the Rev. Jo Glasser, chair; the Rev. Michael Greene; the Rev. Jim Lorenze; Dr. Paul Chase; Ms. Mary Ellen Filkins; Mrs. Claire Fliess; Mrs. Nancy Firth; Mr. Ron Hall; and Ms. Evelyn Usher.

With the arrival of Bishop Lambert, the processes for discernment and formation for the diaconate and the priesthood were again activated. The Rev. Aaron Zook was ordained transitional deacon on December 15, 2012 and priest on June 29, 2013. He is now serving St. Alban's, Spooner, and St. Luke's, Springbrook, as well as holding the position of Diocesan Administrator. The Rev. Beatrice (Bebe) Dwyer was also ordained deacon on December 15, 2012. The Rev. Mark Ricker, a transitional deacon from the Diocese of Central Florida, was ordained priest on August 17, 2013, and is now serving as Priest-in-Charge at St. Andrew's, Ashland. Steven Burns was advanced to postulancy for the priesthood in December, 2012, and to candidacy for the priesthood in September, 2013. Charles Farrell was advanced to candidacy for the vocational diaconate in April, 2013 and recommended for ordination in September, 2013. He will be ordained at the Cathedral on December 21, 2013. The Commission approved the formation plan of Deacon Jackie Broughton, Grace Church, Menomonie, who is presently studying at Nashotah House in preparation for the priesthood.

The diocesan Deacons' School re-opened in September, 2013, with nine people participating in the process for discernment and formation. The two-year program is co-facilitated by the Rev. Michael Greene and the Rev. Jo Glasser, and includes lay and clergy faculty from around the diocese. Participants beginning the discernment process will be admitted to Deacons' School in September of each year.

As part of its charge to support and assist the development of lay ministries, the Commission on Ministry sponsored the four-day BeFriends Foundations Training in February, 2013, with ten clergy and lay participants from the diocese. BeFriends is a lay pastoral care ministry of presence and listening. BeFriends typically have weekly visits with people who are experiencing life transitions or challenges. After program leaders receive the Foundations Training, the next steps are to recruit volunteers for the ministry and to provide the 20-hour training program in local congregations. The training program is presently being offered at St. Paul's Hudson, and discussions have begun about implementing the program in the Northern Convocation in 2014.

Training for Lay Eucharistic Ministers and Visitors and Worship Leaders is scheduled on November 8, 2013, at Ascension Church, Hayward, just before the opening of Diocesan Convention.

At the request of clergy of the diocese, the Commission conducted an informal survey of confirmation preparation programs and materials currently in use. Survey results indicated that there was a widespread need for program materials, and that there was interest in having such resources maintained centrally by the diocese, and made available to local congregations. The COM also explored the confirmation retreat model that is being used at Ascension Church, Hayward. The Commission concluded that it is both feasible and desirable to develop a diocesan program with supporting materials, and options for tailoring the program to needs of local congregations. Bishop Lambert suggested using the one-year Catechumenate program that has been piloted in the Diocese of Milwaukee as a framework for the diocesan program. More information on the Catechumenate is available at this link: <http://gracesheboygan.com/index.php/formation/catechumenate>. Development work on the diocesan confirmation preparation program will begin early in 2014.

The Commission on Ministry looks forward to another year of growth and development in our capacity to support the people of the Diocese of Eau Claire in the ministries to which God calls all of us.

Respectfully submitted,

The Rev. Jo K. Glasser, Chair

DIOCESE OF EAU CLAIRE
Families Moving Forward Together
2013 Report

In January 2013, Families Moving Forward, an initiative created through the Diocese of Eau Claire, was granted funds through the Jessie Ball duPont Foundation. Believing in the power of comprehensive programs for families, the Foundation granted the Diocese and the Eau Claire community funding to support the area's Family Literacy program, specifically, the reopening of the program's early childhood education classrooms. When Literacy Volunteers-Chippewa Valley's Family Program lost longtime funding for on-site EduCare, many parents attending classes with young children could no longer attend. Classes (high school equivalency, English, or job skills) run Monday-Thursday mornings (8am-noon) and Friday morning LVCV offers citizenship classes. By March, the FMF Advisory Board formed Faith Partners for Literacy to carry out the grant; hiring a part-time coordinator to manage the funds, raise awareness and reinstating the early childhood education (EduCare) program for both infants and toddlers at the Family Literacy Program.

Faith Partners for Literacy was formed to bring the faith community together to rally on-going community support for the Family Literacy program. Family Literacy plays a significant role in the Eau Claire community: breaking the inter-generational cycle of poverty by preparing young children to enter school age ready in their social and cognitive development, and providing an avenue for adults to step up and out of poverty and into better employment or higher education. Collaborations allow Faith Partners to provide the best quality of services: LVCV provides education for adults, Eau Claire YMCA contracts to provide trained early childhood teachers for the EduCare classrooms, and Christ Church Cathedral donates office space for Faith Partners for Literacy. Further, on-site is also a HeadStart classroom put on by Western Dairyland. Parents enrolled in Family Literacy classes can now attend with their children birth-age 5 -all in the same building-thanks to the collaboration of programs.

Faith Partners for Literacy and FMF was challenged by the duPont Foundation to raise \$30,000 by December in order to raise community awareness and support and prove the community was ready to support literacy in Eau Claire. The part-time Coordinator had been working with several faith communities, civic organizations, and community groups to promote the work of Family Literacy and the impact it makes on families in Eau Claire. Currently, the effort has nearly a dozen bodies of faith (Episcopal, Lutheran, Congregational, Catholic, Jewish Temple) from different denominations and backgrounds, supporting the work in a variety of ways. Emphasizing that each dollar raised will be matched, Faith Partners is excited to report that they are confident of achieving the December goal.

Fast facts:

- In 2012 Family Literacy served 56 adult students; in 2013 with the reopen of the EduCare program, over 80 families were served January-May.
- 98% of families served live in poverty
- 70% of families have at least one parent working
- 1 in 10 adults live with low-literacy in the Chippewa Valley

- For every \$1 invested in Literacy, \$33 is returned to the community and saved in future costs (A.T. Kearny study conducted in Eau Claire, 2004)
- A mother's education level is the greatest determinant of her children's success (National Institutes of Health, 2010)
- Of over 50 Family Literacy programs previously offered in Wisconsin, only 2 remain due to funding cuts (Madison and Eau Claire)
- The National Center on Family Literacy has recognized the Eau Claire Family Literacy program, and the work of Faith Partners for Literacy noting its efforts to keep the program running and possibly being used as a model for similar programs throughout the country experiencing funding cuts.

Submitted by: Taylor Schaa, Faith Partners for Literacy coordinator

faithpartnersforliteracy@gmail.com

715-491-9332

www.faithpartners.us

DIOCESE OF EAU CLAIRE
Haiti Partnership
2013 Report

First of all thank you to all who participate in prayers and financial support of the Haiti partnership in 2013. The ill-fated cycle ride across the diocese was very successful with approximately \$4,000.00 raised. This money will feed the children for a month. Our diocese supported 66 children for the 2012 – 2013 school year. Sponsorship is the back bone of St. Marc's school.

The food program is still in operation and so far for the 2013-2014 school program our budget will allow for the feeding of the children 3 days per week. We are asking for more sponsorships and sponsors to donate whatever more they can to feed their child(ren). The cost is \$75.00 per year for a child.

School started at St. Marc's on September 2nd. This year, St. Marc's is continuing its dream of a high school and is adding 11th grade for the nearly 20 students who successfully completed 10th grade.

The July mission trip partnered with the parents and teachers of St. Marc's school to complete phase one of play areas for the students of the school. Per the request of the doyenne (dean) of the kindergarten, we converted a small walled-in area to a play area. This space, which keeps the littlest of St. Marc's children safe, had nothing to play on before and after school. A safe place for activities is important for these young children; besides the safety, it brings them to school, encouraging learning and social development. There are now swings, balance beams, and teeter-totters, all built and painted in partnership with a group of very eager helpers. We didn't forget the older kids (including the adults). We brought and hung swings for elementary kids that proved an even bigger hit with the adults of St. Marc's. And, we built backboards for the basketball hoops we brought and arranged to have a concrete pad poured for a real basketball court. B-ball is a huge deal in Haiti right now and St. Marc's will be the first with a court in the area. Not only will the court provide a great space for children and teens to play another team sport they are interested in (besides soccer), as Pere Lenord pointed out, it also provides a place for outdoor assemblies.

From Pere Lenord: *"The kids at the kindergarten appreciated a lot the playground, they play with the games that the team built during they stayed in Jeannette, as you may know, the first week of the kids at school they cry a lot but with games they stop to cry, it is blessing to have this playground. Now the playground for the young students, we done the first part, we need to finish it, it is very nice and the students love it, if we are able to finish it before the first trimester of the school, that's will be good."*

There is a new maestro...to lead the choir at church and to provide music education to the students of St. Marc's...indeed, a wonderful music program is taking shape in Jeannette.

We continue to work towards clean, safe water for drinking. We continue with the goal being a reverse osmosis purification system on a large school cistern. We are close to having enough money to rebuild the cistern and to build the equipment house, but prices are soaring in Haiti on things like cimint (cement) and rebar. We are blessed to have a partner who will provide and install the RO system once the cistern is ready.

It is time to renew St. Marc's student sponsorships. St. Marc's has only gotten us their school roster, so we will be getting letters out asap. This is a major source of the funding used to support St. Marc's school – it is amazing what they are able to do with the funds we wire each month – but it barely covers the basics. There are approximately 550 students, with only half sponsored. If we were able to find sponsors for them all, St. Marc's would be able to provide even more to its students. Again this year, we will be asking sponsors to consider an extra \$75 in support. These extra funds went to the lunch program and was able to provide lunch approximately 3 days per week for all of the students of the school.

Additionally, as you consider support of St. Marc's, we would ask that you think about the clinic and discretionary needs of Pere Lenord. The Haitian government has gotten very strict about bringing even non-prescription medicine into the country, meaning that much must be purchased there...at high prices. It is difficult for a clinic like that of St. Marc's to be the urgent care and family medicine location for the community...with bare shelves in the dispensary. Financial support of the clinic will help its dedicated staff bring the best care they are able to the people of Jeannette. And, when the clinic isn't the assistance people need, they turn to Pere Lenord who often uses his own money to pay for the hospital stay or emergency transportation or food. The Haiti Project has long provided the priest of St. Marc's with discretionary funds, but as the population grows, so does the demands on the priest.

God Bless,

John and Carol Meacham Diocese of Eau Claire Haiti Sponsor Coordinators

Elizabeth Van der Weide Diocese of Milwaukee Coordinator

Johnm1825@yahoo.com (715) 635-3462

N5190 Yellowsands Dr

Spooner, WI 54801



Blue Mountain Project

2012 Annual Report



AfterSchool four days a week. AfterSchool has a reading corner, a homework corner, and a games and art corner where learning through fun is encouraged.

The principals also worked with us to develop better Service Learning volunteer activities. These are focused on working with students in small groups to improve reading and math.

Brady tutored about 20 students who had reading problems. Improving their reading to grade level will help them with all their classes.



Education - Our Priority

Education was our big push in 2012. BMP believes that children have the right to a great education that will form the basis for a great future. Our activities were shepherded by Brady Rall, our Education Ambassador, and Euton Rodney, our Program Manager. They pushed the program to new heights.

Euton and Brady worked with the principals of the two elementary schools in the Hagley Gap area: Mrs. Hazel Duffus of Minto Primary School and Mr. Arden Jackson of Penlyne Castle Primary School. Both encouraged our work and allowed us to hold Fun Camp and AfterSchool on school grounds which permitted more students to attend in better facilities. Thirty to forty students now come to



Computers are slowly arriving in the schools of Hagley Gap, so Brady started computer training classes for the teachers. They will then be able to teach their students how to use computers as well as better prepare their lessons and do admin tasks.

Fun Camp 2012 saw a number of exciting changes. Tessa Anderson, a Minto teacher, joined us as Fun Camp Leader and Euton recruited a number of local teenagers to volunteer as assistant counselors. Their energy and ideas mixed with our traditional volunteers. We also added basic science to the curriculum. The Fun Campers enjoyed learning science through fun experiments.

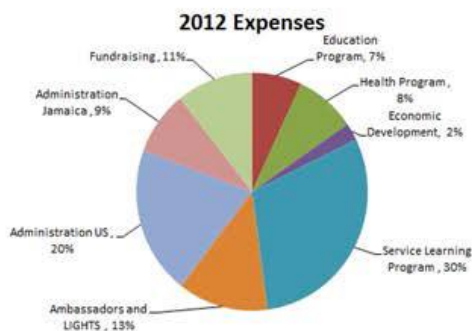
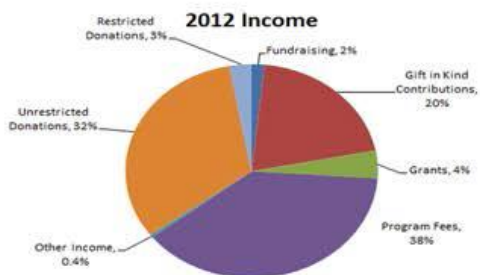
BMP Health Clinics - a Vital Link

BMP's two health clinics, one in Hagley Gap and one in Penlyne Castle, continue to provide a vital health care link for the people of the Hagley Gap area. As Mrs. Maudlyn Shepherd puts it - "I come here all the time. It is much easier than going to Mavis Bank." Mrs. Shepherd is 81 years strong but finds it difficult and expensive to get to the larger clinic in Mavis Bank even though it is only five miles away.

Another patient, Mrs. Kathleen Reece, 82, says that our staff is courteous and loving - "I am looked after properly." She comes in for regular checks of her blood pressure.

2012 saw the return of a Hagley Gap native who went to medical school in the US. Dr. Sherieka Wright brought two of her fellow doctors to the Gap for a week. She was joined by a Service Learning volunteer nurse and our two local volunteer nurses. They saw over 200 patients, patients who cannot afford to take a day off from their farming chores to go to town for medical care.

Our nurses also visit patients in their homes if they cannot navigate the rough roads and they provide follow-up care for patients who have been released from hospitals in Kingston and Morant Bay.



Gifts-in-Kind Donations

Gift-In-Kind donations are vital for the operation of our clinics, annual Fun Camps and Back2School Extravanzas. Thank you to all our GIK donors:

Annabel, Christopher
Attwood, Ross
Avenson, Kelly
Cagley, Glenn and Mary
Cronin, Lynda
Diamond, Rueith
Dowell, Beth
Fargey, Scott
Feltham, Ethel
Ganister, Linda
Gordon, Marcie
Hall, Chuck
Hammond Community Library
LearnServe Volunteers

Moore, Kenny
Nierling, Janice
Old South Church in Boston
Ripon Student Volunteers
Sheikh, Omar
Skoula, Cathy
St Andrews Episcopal Church
Tippett, Ben
Tuckett, Dave and Allison
University of Michigan: Students
Engaged in Global Health
Woestman, Theresa
Woods, Margaret
Wright Sherieka MD
Xavier University

Fun Camp 2012

Fun Camp 2012 was so successful because of our volunteer counselors who included Tessa Anderson, our Fun Camp Leader, five high school and college student volunteers from the Gap area, our long term Fun Camp partners, Ripon Student Volunteers for BMP, and our other international volunteers.



2012 Board of Directors

The Blue Mountain Project Board of Directors, our governing body, is comprised of dedicated volunteers who give much to our organization: time, expertise, and money.

Dan Kittle, PhD, Chair
Wendy Jason, Vice Chair
Kelly Avenson, Secretary
Lynette Judd, Treasurer

Robert Brunk
Gwion Parri
John Prensner, PhD/MD
Kent Shifferd, PhD

Water Program

The provision of clean water to the people of Hagley Gap and the surrounding area continues to be a priority for BMP but the program is on a temporary hold as we gather the money needed to build the pipeline. We are searching energetically for funds and continue working with the Gap community on other methods to clean their water, such as solar distillation and sand filtration.

A Special Thanks to All Our Wonderful Donors

We could not have accomplished all we did without you. (Continued on Page 4)

Abel, Lee
Adams, Jess
Adams, Linda & James
Aldrich, Hope
Allen, Dave & Kathy
Asp, Waldo & Irene
Avenson, Kelly
Avery, Mary
Baker, Crystal
Barned, Lucene
Baskir, Cecly & John
Freedman
Bigio, Jordan
Blake, Fred
Botts, Sheryl
Brandenburg, Laura
Brant, Amy
Briggs, Donald
Brunk, Ivan
Brunk, Robert
Buffton, Deborah

Craigue, Robert
Cross, Lorraine
Diocese of Eau Claire
Dore, Alanna
Dowell, Beth
Elder Family Foundation Trust
Feltham, Ethel
Flaherty John MD
Foley, Thomas
Fouts, Jordan
FSU Foundation
Ganister, Linda
Giele, David & Janet
Goettelman, Meghan
Groesbeck, Christian
Hansen, Sarah
Hatcher, Joe
Hultman, Barbara
Hunnewell, Luisa
Hunt, Cynthia & Sam
Jason, Wendy

JeanLouie, Odler
Judd, Lynette
Judd, Steven
Judd, William
Kaloyanides, Jessica
Karaba, Andrew
Kavanaugh, John
Kemp, Michael & Donna
Kenyon-Cler, Marjorie
Kingston, Sarah
Kirwen, Bethany
Kittle, Ashley & Dan
Kittle, Jean and Gary
Kohak, Mary
Kotre, John
Lagdon, Dan
Lagerroos, Dorothy
Larson, Roger
Lauterwasser, Barry
Lund, Judith

Mackey, Richard & Kathleen
MacLean, Susan
Madson, Haley
Manlove, Becca
Memolo, Ralph & Sylvia
Merlin, Beth & Mark
Moore, David
Moore, John
Moore, Kenny
Myrie, Donna
Nease, Don
Nierling, Janice
Old South Church in Boston
Orban, Carol
Paterson, Diane
Peery, George
Peterson, Raymond
Prensner, Anne & Robert
Prensner, John
Ricca, Bettie



Blue Mountain Project
920 Adams Street
Hammond WI 54015

www.bluemountainproject.org

A Special Thanks to All Our Wonderful Donors

We could not have accomplished all we did without you.
(Continued from Page 3)

Rice, F Dein
Ringler, Richard & Karin
Ripon College Student
Volunteers
Roberts, Sharon
Robillard, Maureen
Rodgers, Robert
Sazama, Jenny & Timothy
Crelin
Schueppert, Margaret
Scott, Lawrence & Cynthia
Cobb
Setterman, Annette
Shellito, Paul & Barbara
Shifferd, Kent & Pat
Simpson, Charlotte
St Alban's Episcopal
Church
St Andrew's Episcopal
Church
St Luke's Episcopal Church
St Mary's Episcopal Church
Staelin, Ellen & David
Starr, Theresa
Steele, Ann
Stiglin, Laura
Stratton, Judith
Surgenor, Charlotte
Thompson, Peter &
Fredricka
Topinka, Christine
Tucker, Debi
Tucker, Mama

Tucker, Raelle
Van Etten, Mark MD
Wallace, William
Williams, Kelly Lynch
Witherspoon, Chanda
Wolford, Sara
Woods, Margaret
Young, Sarah



Volunteers and Friends

Many thanks to our volunteers and friends who have contributed so much to BMP over the past year.

Aldrich, Hope
Anderson, Damian
Avery, Mary
Avis Rental Car, Jamaica
Duff, Susan
Duffus, Hazel
Gunn, Sandra
Hammond Community Library
Jackson, Arden
Jamaica Ministry of Health
Jamaica National Building
Society
Kingston, Sarah
Our friends at Old South
Church
Our friends at St. Andrew's
Episcopal Church, Wellesley,
MA
Ripon College
Ripon College Student
Volunteers for BMP
Steilbel, Christine
Sundog Consultants
Weaver, Steve
Willis, Madge

Diocesan Necrology
2013

Let Light Perpetual Shine Upon Them

Phyllis Hayden; Innovator of Junior Altar Guild
President, National Altar Guild of the Episcopal Church (1981-1985)
Trustee, The Living Church Foundation

Elias James Mahoney; Vestry Member, St. Simeon's, Chippewa Falls

JoAnn Martin; Vestry and Altar Guild, Grace Church, Rice Lake and St. Alban's, Spooner

Ralph O'Connor; Vestry Member, St. Simeon's, Chippewa Falls

Rev. Robert Rodgers; Priest-in-Charge, St. Alban's, Spooner and St. Luke's, Springbrook (2003-2012)

Rev. Paul Sanford; Priest-in-Charge, St. Alban's, Spooner and St. Stephen's, Shell Lake (1976-1981)

Rev. George Timberlake; Rector, Christ Church, La Crosse (1970-1972)

SECTION 3

Canons and Constitutions

THE CONSTITUTION AND CANONS

OF

THE DIOCESE OF EAU CLAIRE

THE DIOCESE OF EAU CLAIRE

Revised by the 85th Convention of the Diocese of Eau Claire
November 8-9, 2013

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THE CONSTITUTION

ARTICLE **I**

Of the Diocese

That part of the Holy Catholic Church known in law as The Episcopal Church, situated in the portion of the State of Wisconsin lying West and North of, and including, the counties of Iron, Price, Taylor, Clark, Jackson, Juneau and Vernon, constitutes the Diocese of Eau Claire; and as such accedes to the Constitution and Canons of The Episcopal Church..

ARTICLE **II**

Of the Convention

The legislative power of the Diocese shall be vested in the Convention which shall be held annually at such place and time as the Ecclesiastical Authority shall designate.

ARTICLE **III**

Of a Special Convention

Section 1. The Bishop may call a Special Convention and shall do so when required by the Standing Committee.

Section 2. If the See be vacant, or the Bishop be incapacitated, the Standing Committee shall have power to call a Special Convention.

Section 3. At least thirty (30) days' notice of a Special Convention shall be given to the Clergy of the Diocese and to the Wardens of each Congregation. Such notice shall designate the time, place, and purpose of the Special Convention, and no other business shall be considered thereat except with unanimous consent of the members.

ARTICLE **IV**

Of the Members of the Convention

Section 1. The Convention shall be composed of certified members of both Orders, Clerical and Lay.

Section 2. The Clerical members shall be: the Bishop and all other active and retired Clergy canonically and physically resident of, or assigned to Congregations in, the Diocese and in good standing.

Section 3. The Lay members shall be Deputies chosen in accordance with the Canons of this Diocese, by the Congregations in union with the Convention. They shall be adult communicants in good standing, of the Congregation from which they are chosen; and not Postulants or Candidates for Holy Orders.

Section 4. The number of Deputies, together with the elections of Deputies, and the filling of vacancies, shall be done in accordance with the Canons of the Diocese.

Section 5. No Deputy shall be allowed to vote in any session of any Convention or Special Convention, if the Congregation sending such a deputy is not current its apportionment payments or for the two years next preceding has failed to make its annual report to the Convention.

Section 6. Only those persons, Clerical or Lay, not under ecclesiastical censure or process, shall be seated in any Convention.

Section 7. The Convention shall be the sole judge of the election and qualification of its members.

Section 8. Lay members elected in accordance with this Article shall serve until the next Convention and shall act as deputies to any Special Convention called.

ARTICLE

V

Of the Officers of the Convention and of the Diocese

Section 1. The Bishop shall be the President of the Convention and shall have a vote therein.

Section 2. The President of the Standing Committee shall be the Vice-President of the Convention. If the See be vacant, or the Bishop be absent or unable to act, the Vice-President of the Convention shall be the President pro tempore.

Section 3. The elective officers shall be as follows:

- a) the Secretary
- b) the Treasurer
- c) the Standing Committee
- d) the Trustees of the Diocese
- e) the elective members of the Executive Council of the Diocese of Eau Claire, Inc.
- f) the Deputies to the Provincial Synod
- g) the Deputies to the General Convention

Section 4. The appointive officers who shall be appointed by the President with the consent of the Convention shall be:

- a) the Historiographer
- b) the Chancellor of the Diocese, who shall be a member of the State Bar of Wisconsin

Section 5. The duties of the officers shall be those prescribed by the Constitution and Canons of The Episcopal Church and of this Diocese, by resolution of Convention, or by the Bishop.

Section 6. Unless otherwise specified, the term of office shall in every case be one year, or until the office is filled by a duly qualified successor.

Section 7. Any adult communicant in good standing of this Diocese shall be eligible to hold office.

Section 8. Any lay officer not a member of the Convention shall be entitled to a seat therein, and the right to speak on matters pertaining to his/her office, but not the right to vote.

Section 9. All elections shall be by ballot, unless the same be dispensed with by unanimous consent.

Section 10. Any Convention or Special Convention may remove any officer by a two-thirds vote of those present and voting.

Section 11. Unless otherwise provided for in the Constitution and Canons of the Diocese, the unexpired term of any elected officer who does not complete the same shall be filled by appointment by the Diocesan Executive Council upon the nomination of the Bishop.

ARTICLE

VI

Of the Transaction of Convention Business

Section 1. At any Convention a majority of the Clergy of the Diocese entitled to vote, and a majority of the total number of authorized Deputies of the Congregations entitled to send such Deputies shall be necessary for a quorum; provided, however, that a smaller number may adjourn from day to day for three days, for the purpose of obtaining a quorum.

Section 2. The Clerical and Lay members shall deliberate as one body except as provided in the following section. The votes of a majority of the members present and voting shall be decisive, unless otherwise provided in the Constitution and Canons of this Diocese.

Section 3. When a vote by orders is required, the Clerical and Lay members shall vote separately. Each member of each order shall be entitled to one vote, and the concurrence of a majority in each order shall be necessary for a decision.

Section 4. The vote shall be taken by orders when called for by three (3) members of the Convention.

Section 5. Whenever an appeal is taken from a decision of the President, it must be seconded by at least three members; and a two-thirds vote of all members present and voting shall be necessary to sustain the appeal.

ARTICLE

VII

Of the Admission and Exclusion of Congregations

Section 1. The Convention may, by a vote by orders, admit new Congregations into union with it, when they have presented satisfactory evidence of their compliance with the canonical requirements.

Section 2. Any Congregation may be suspended from representation in the Convention, or its connection with the Diocese wholly dissolved, by a vote by orders for causes specified by Canon. The Convention may, by a like vote, restore to such Congregation its status and privileges.

Section 3. If at any time it shall appear to the Bishop that any of the conditions essential by Canon to the admission of Congregations into Union with the Convention shall have failed for a period of three consecutive years in any Congregation, the Bishop shall follow such procedure as the Canons direct for the dissolution of the Congregation as such if in the Bishop's judgment such action shall be necessary.

ARTICLE

VIII

Of the Election of a Bishop

Section 1. The election of a Bishop, Bishop Coadjutor, or Suffragan Bishop for this Diocese shall be made in the annual Diocesan Convention, or in a special Convention called for this purpose.

Section 2. The nomination and election of a Bishop shall be made only in compliance with the Canons of the Episcopal Church and the Diocese of Eau Claire.

ARTICLE

IX

Of the Trustees of The Episcopal Church in the Diocese of Eau Claire

Section 1. The Corporation known as "The Trustees of The Episcopal Church in the Diocese of Eau Claire" is hereby empowered and may take and hold title to all land and other property belonging to the Diocese and its aided Congregations except for current operating funds needed by the Diocese of Eau Claire, Inc., for the purposes and the manner hereinafter specified by the Canons of the Diocese. In addition, said Corporation is entrusted with, and shall have charge of all endowment funds of the Diocese now provided, with any addition which may accrue from any investment thereof. Said Corporation may for investment purposes only take charge of and manage endowment, trust, bequest and other monies belonging to any Congregation in the Diocese upon the approval of the Vestry of the Congregation placing the funds. Such funds shall be subject to management charges in the same manner as Diocesan endowment funds and all net income earned on the same shall be remitted to the Congregation owning the same.

Section 2. At each Convention there shall be elected two persons, communicants in good standing, to serve as Trustees of the Diocese; and the persons so elected shall serve for a period of two years.

Section 3. The four Trustees thus elected together with the Bishop and Chancellor shall serve as a six-man Board of Directors of said Corporation but in case of a tie vote the chancellor's vote shall not be counted. The Bishop shall serve as President ex officio of the Corporation and a Secretary and Treasurer shall be elected from among the four elected Trustees by said Trustees. Three members present, two of whom shall be elected members, shall constitute a quorum for transacting all business.

Section 4. All Trust funds in the custody of said Corporation shall be invested in the manner prescribed by law for the investment of trust funds.

Section 5. The Trustees shall present to each Convention a report showing the funds and properties owned by said Corporation which report shall be printed in the Journal. They shall keep a complete and accurate record of the titles of all real estate held by the Corporation and a record of all insurance coverage on property owned thereby.

Section 6. The Trustees as Directors and Officers of said Corporation shall have no power to permit any property or funds thereof to be conveyed, encumbered or to be used for any other purposes than that for which such property or funds were given, secured or bequeathed, except when authorized by the Bishop acting with the approval of the Standing Committee. When so authorized, on behalf of said Corporation they may transfer or convey or pay or dispose of such property or funds subject to any trust which may have been charged upon such property or funds. Any such action shall in every case be reported to the next following Convention. The Trustees shall have no power to use, or allow to be used, any funds or property belonging to said Corporation to be used for any commercial business.

ARTICLE

X

Of Temporal Properties.

The Convention shall have authority to do all things necessary to protect and conserve the material resources of the Congregations and other entities under its jurisdiction; and to this end it shall have power to make such rules as it shall deem expedient, by the enactment of Canons or by other legislation, to ensure the proper care, investment and use of trust funds and endowments; to maintain Church property of all forms in due and reverent repair, and properly insured; to provide for the proper accounting and auditing of Church funds; to ensure that legacies or gifts are used in accordance with the intention of their legators or donors; and to have general supervision over titles, conveyances or encumbrances.

ARTICLE

XI

Of Alterations and Amendments, and Repeal

Section 1. This Constitution may be altered or amended by a vote by orders at two consecutive Conventions.

Section 2. All Articles of any previous Constitution are hereby repealed.

THE CANONS OF THE DIOCESE

Canon 1: Of the Committees of the Convention

Section 1. The President, or in the absence of the President, the Vice-president, shall, at the opening of the Convention or prior thereto, appoint a Committee on Credentials, who shall ascertain that the persons representing Congregations have been duly certified and that these Congregations are in compliance with Article IV, Section 5 of the Constitution of the Diocese.

Section 2. The President, at the opening of the Convention or prior thereto, shall appoint standing committees as follows:

- a) On Resolutions
- b) On the Dispatch of Business

Canon 2: Of the Clerical Members of the Convention

The Ecclesiastical Authority shall, one week before the convening of the Convention, cause to be delivered to the Secretary a certified copy of the official list of the clergy canonically and physically resident in, or assigned to Congregations in, the Diocese, and in good standing; and a list of those who have been ordained or received into the Diocese within the year immediately preceding, with the dates of their ordination or reception. From these lists, the Secretary shall prepare a roll of clergy entitled to seats and votes in the Convention. This roll shall be official evidence of membership and shall be printed in the Journal.

Canon 3: Of the Lay Members of the Convention

Section 1. The lay members of the Convention shall be deputies chosen and certified according to the Constitution, whose certificates have been presented to the proper committee, and are reported as regular. In every case the certificates shall be on the form provided by the Secretary.

Section 2. Representation shall be determined based on the Baptized Members reported on the Parochial report filed in the current Convention year . Every organized congregation shall be entitled to have a minimum of two Lay Deputies. Those congregations having from 51 to 100 Baptized Members shall be entitled to three Lay Deputies. Those congregations having from 101 to 200 Baptized Members shall be entitled to four Lay Deputies. Those congregations with over 200 Baptized Members shall be entitled to five Lay Deputies. Any congregation that has not fulfilled the definition of a “self-supporting congregation” in the two years prior to the Convention year, who would otherwise have more than two Lay Deputies, shall have the number of Lay Deputies reduced by one. Any congregation that is not current in payment of its apportionment at the opening of any regular or special convention of the diocese shall have its representation reduced to be equivalent to an unorganized congregation.

Section 3. All congregations shall elect their deputies and a like number of alternates at the Annual Congregational Meeting. In the case of a failure to elect the deputies and their alternates at the Annual Meeting, they shall be chosen by the Vestry. Should they not be elected by the Annual Meeting or chosen by the Vestry, they shall be appointed by the Priest in charge of the Congregation and the Wardens.

Section 4. In case a deputy be unable to attend, the alternate having received the highest number of votes shall attend in the deputy's place. Should neither deputies nor alternates be able to attend, substitute alternates may be appointed by the Priest in charge of the Congregation and Wardens.

Section 5. Every unorganized congregation in the Diocese may send two lay representatives to the Convention who shall be granted seat and voice, but no vote. These representatives shall be selected in a manner consistent with the election of deputies in organized congregations.

Canon 4: Of Questions Relating to Membership

Section 1. Should a question relative to clerical membership arise, it shall be decided immediately by the Ecclesiastical authority.

Section 2. Certificates of deputies reported as irregular, defective, or contested shall immediately be referred to the Convention for disposition. In every case the decision of the Convention shall be final.

Canon 5: Of Non-Attendance

Section 1. It is the duty of every person entitled to a seat in the Convention to attend every session thereof.

Section 2. Unless previously excused by the Ecclesiastical Authority, a member of the clergy not present shall be required to communicate the reason for his absence to the Ecclesiastical Authority within one week of the adjournment of the Convention.

Canon 6: Of the Services, Order of Business, and Rules of Order of the Convention

Section 1. The President of the Convention shall take order for all services of worship and for devotions held in connection with the Convention. The Convention may by a two-thirds vote prescribe an order of business to be followed and rules of order to be observed at its several sessions.

Section 2. Unless otherwise determined by the Constitution and Canons of the Episcopal Church, the Constitution and Canons of this diocese or the Convention of this diocese, Roberts Rules of Order shall prevail in all meetings of the Convention. To this end, the President of the Convention shall appoint a person to serve as Parliamentarian for the Convention.

Canon 7: Of Elections

Section 1. Prior to the convening of the Convention, the Secretary shall prepare a ballot on which there shall be designated the officers to be elected, their terms of office, and the Order clerical or lay from which the offices are to be filled.

Section 2. The Convention shall by a plurality elect members of the Standing Committee, deputies and alternates to the General Convention and Provincial Synod, the Secretary, Treasurer and Trustees of the Diocese, and the members of the Executive Council.

Section 3. The election to any office not specifically provided for in this canon shall be by a majority of all votes cast unless otherwise provided for in the Constitution or Canons.

Section 4. Unless otherwise specified in the Constitution and Canons of the Diocese, no person, except the Bishop, shall hold any office for more than six consecutive years. This rule may be waived by the Bishop, with the approval the Convention of the Diocese or of the Executive Council of the Diocese.

Section 5. There shall be a Nominating Committee of a least three members including both Clerical and Lay members appointed by the Bishop at each yearly Diocesan Convention, who, during the following year, shall actively solicit candidates for the various positions to be filled at the next Convention. The Nominating Committee shall work to secure at least two nominations for each position to be filled by the Convention. Nominations will be solicited from and may be made by any member of the Diocese, and these nominations shall be in writing, submitted to the Nominating Committee through the Diocesan Office. Nominations shall be closed thirty days prior to Convention, and announced at least fifteen working days prior to Convention. There shall be no nominations from the floor during Convention.

Section 6. To be eligible for any office elected by the Convention a lay person must be an adult communicant in good standing in a congregation of this diocese and must not be a postulant or candidate for Holy Orders. To be eligible for any office elected by the Convention a priest or deacon must be canonically and physically resident in the Diocese and in good standing.

Section 7. The Secretary of Convention shall take office immediately upon election. Unless otherwise specified in the Constitution or Canons, the term of office for all other positions elected by Convention shall begin on January 1 of the year following the Convention.

Section 8. This canon shall not govern the election of a Bishop.

Canon 8: Of the Election of a Bishop

Section 1. Whenever the Bishop or the Ecclesiastical Authority shall call for the election of a Bishop, Bishop Coadjutor, or Suffragan Bishop, and the Diocesan Convention, where required, shall have given its consent thereto, there shall be a committee of 4 priests, 2 deacons and 9 lay persons, for a total of fifteen members, selected in accordance with this canon and to be known as the Committee for the Nomination of Candidates

for Bishop. All members of the Committee for the Nomination of Candidates for Bishop must meet the requirements for being elected to an office by the Convention throughout their terms of appointment.

The fifteen Committee members shall be selected as follows:

The Standing Committee shall appoint to the Committee one priest and one lay person who are members of the Standing Committee, one of whom shall be the President of the Standing Committee unless the President is a deacon.

The Executive Council shall appoint to the Committee one priest and two lay persons who are all members of the Executive Council, one of whom shall be the Vice President of the Executive Council unless the Vice President is a deacon.

The Lay Deputies of each Convocation shall meet and by a majority vote appoint to the Committee two lay persons from within their respective Convocation.

The priests who are eligible to be members of Convention shall meet and by majority vote appoint to the Committee two priests.

The deacons who are eligible to be members of Convention shall meet and by majority vote appoint to the Committee two deacons.

The Standing Committee, the Executive Council and the Convocations, priests, and deacons shall make their appointments not more than 30 days after the call for an Episcopal election. Any member of the Committee whose name shall be proposed for consideration as a candidate for Episcopal office in this or another diocese must either withdraw as a candidate or withdraw from the Committee within seven days. During these seven days the member shall not take part in any work or deliberations with or on behalf of the Committee unless he or she has withdrawn as a candidate.

Section 2. All members of the Committee initially appointed and those appointed to fill vacancies on the Committee shall continue as members until they shall withdraw by written notice to the Ecclesiastical Authority or until the close of the Convention at which the Episcopal election shall have been accomplished.

Section 3. Should any member of the Committee for any reason decline to serve on the Committee or withdraw after initial service, the Committee shall fill the vacancy at its discretion. Vacancies must be filled from the constituency from which they were elected and in the order that they represented.

Section 4. The Diocesan Bishop, or Ecclesiastical Authority, in the absence of the Bishop, shall appoint a person who is not a member of the Committee to act as the initial convener of the Committee. The initial convener shall chair the first meeting of the committee. At its first meeting, in addition to any other business conducted, the Committee shall take the following actions:

- a) Choose a chairperson from among its own membership who shall assume that position at the end of the initial meeting of the Committee.
- b) Choose a secretary who need not be a member of the Committee.

c) Establish the time-line for the election process, along with the means for any necessary adjustment to this time-line.

d) Establish a link to the Diocesan web site plan for immediate implementation which will be used throughout the process beginning with the dissemination of the proposed time line and means for any necessary adjustment thereto.

e) Instruct the Diocesan Deployment Officer, if there is one, or other appropriate staff person to list the call for an election on the Positions Open Bulletin with the Church Deployment Office.

Section 5. The Committee shall appoint a Chaplain for the Committee and may appoint a Chaplain for the electing Convention who may be the same person. The Committee may engage the services of an appropriately qualified consultant in episcopal elections.

Section 6. The Committee is responsible for a survey of the diocese that shall include demographics, perceived strengths, needs, and goals. The survey shall also solicit views on the particular qualities expected in a new bishop that would assist in the work of the Gospel and employ the diocese's strengths to address its needs and accomplish its goals. The survey shall be completed and the results published in both electronic and printed format before the Committee issues the official call for names.

Section 7. The Committee shall call for, receive and may propose names of members of the Clergy who may lawfully be elected to the Episcopal office to be filled, and shall fix the time within which suggested names may be filed with the Committee. The last day for filing suggested names with the Committee shall not be fewer than 60 days prior to the date set for the electing Convention. The solicitation may be by electronic or printed communication, shall include the results of the Diocesan survey, and shall be made from all members of the diocese, clerical and lay, as well as every bishop with jurisdiction, Standing Committee, and diocesan deployment officer of the Episcopal Church.

Section 8. The Committee shall inform itself concerning the persons proposed and, after due consideration, shall select not fewer than three (3) nor more than five (5) whom it deems qualified for the office. Nominees' names shall not be released until the required criminal and background checks have been completed and verified. The Committee shall then make a preliminary release of the names of the nominees.

Section 9. The Committee shall publish a report electronically in brochure format that includes the results of the diocesan survey, biographical information on each candidate, and the written answers of the candidates to a specified number of questions selected by the Committee to reflect the concerns of the survey. The Secretary of the Convention shall communicate copies of the report of the Committee to the Clerical and Lay members of the Convention and all Congregations of the Diocese not fewer than 30 days prior to the date set for the Convention at which the Episcopal election is to be held.

Section 10. The Committee shall establish and have authority over a properly secured web site for the use of all involved in the nomination and election process. All publications of the Committee shall be available on this web site including the survey and report. A link to the web site shall be clearly positioned on the diocesan web site. The web site shall be maintained in a timely and accurate manner.

Section 11. The Committee shall arrange for all candidates selected for nomination and their spouses or partners to be available in each Convocation for a joint opportunity to personally meet them. These events shall be prepared by the Committee. The diocese shall be responsible for the cost of the events and those costs directly related to those persons nominated by the Committee. The costs directly related to any person nominated by petition shall be the responsibility of the person so nominated.

Section 12. The presentation of the report of the Committee at the Convention shall constitute a nomination of each of the candidates named therein.

Canon 9: Of the Diocese of Eau Claire, Inc.

Section 1. The Convention shall perform for the corporation known as the Diocese of Eau Claire, Inc., the functions usually performed by the membership of such a corporation, no body of members having been provided for in the Articles of Incorporation of said corporation so as to allow the Convention to so act.

Section 2. Said corporation shall be the operating entity of the Diocese of Eau Claire. All apportionments shall be paid to it by the Congregations of the Diocese, and the corporation known as the Trustees of the Episcopal Church in the Diocese of Eau Claire shall pay to it such endowment and trust fund income as is designated to defray the expenses of the Diocese.

Section 3. Said corporation may accept gifts, devises and bequests of both real and personal property. Unless the giver specified otherwise, gifts other than cash needed for the day to day operations of the Diocese shall be transferred to the corporation known as the Trustees of the Episcopal Church in the Diocese of Eau Claire for investment,

Section 4: The Board of Directors shall be known as the Diocesan Executive Council which shall have those powers granted directors of non-stock corporations by the State of Wisconsin in addition to those conferred upon them, but not specifically restricted by these Canons. The Diocesan Executive Council shall adopt rules and procedures for its meetings and operations consistent with the Constitution and Canons of the Diocese of Eau Claire. The Bishop of the Diocese of Eau Claire shall be the President; the Vice President of the Executive Council shall be the Vice President; the Secretary of the Diocese of Eau Claire shall be the Secretary; the Treasurer of the Diocese of Eau Claire shall be the Treasurer.

Canon 10: Of the Vice President, the Secretary and the Treasurer

Section 1. The President of the Standing Committee shall serve as Vice-President of the Convention.

Section 2. In addition to the usual duties of the office, and such duties as may be prescribed by the Constitution and Canons of The Episcopal Church and of this Diocese, or by direction of the Ecclesiastical Authority, the Secretary shall prepare and distribute the annual Journal and within thirty days after the adjournment of the Convention, put into the hands of the Treasurer a certified statement of all bills and

accounts ordered by the Convention to be paid. The Secretary shall deliver to the Historiographer at Diocesan Headquarters before the end of the third month of the year commencing three years after the close of the year in which said meetings took place all documents, reports and papers pertaining to all Executive Council and annual and special Convention meetings.

Section 3. The Secretary may nominate some fit person to serve as an Assistant Secretary, who, with the consent of the Convention, shall serve during its sessions.

Section 4. The Treasurer shall keep such accounts as the Convention or the Diocesan Executive Council may determine, in a manner satisfactory to the Diocesan Executive Council, and shall pay such bills and appropriations as the Convention or the Executive Council shall allow.

Canon 11: Of the Diocesan Executive Council

Section 1. The Diocesan Executive Council shall have charge of the development and prosecution of the missionary, educational and Christian social service work of the Diocese, and such other works as may be committed to it by the Convention and shall be charged with the general financial administration of the Diocese between the sessions of the Convention.

Section 2. The voting members of the Executive Council shall be the Bishop of the Diocese and six lay persons and three clergy persons elected at large by the Convention. The term of office for the nine elected members shall be three years with two lay persons and one clergy person elected each year. The elected members shall not be eligible for reelection until one year after their previous term has expired.

Section 3. The following persons shall have seat and voice, but no vote, at all meetings of the Executive Council: The Secretary of Convention, the Treasurer of the Diocese, and the Chancellor of the Diocese.

Section 4. The Bishop shall be the President of the Diocesan Executive Council. The Council shall annually, at the first meeting of the calendar year, elect a Vice President from among its own membership. The President of the Standing Committee shall not serve as the Vice President of the Executive Council. The Ecclesiastical Authority shall be empowered to call special meetings of the Executive Council.

Section 5. A majority of the number of voting members of the Diocesan Executive Council shall constitute a quorum for the Executive Council. An action by a majority of those present at a meeting at which a quorum is present shall be the act of the Diocesan Executive Council.

Section 6. The Diocesan Executive Council shall submit to each Convention the following:

- a)** A report of the work done under its supervision during the preceding conciliar year.
- b)** Reports of the Treasurer of the Diocese of Eau Claire, Inc., for the preceding year.
- c)** A Diocesan budget for the following fiscal year.
- d)** A schedule of apportionments for the Congregations of the Diocese, computed in accordance with the provisions of these Canons.

Section 7. The reports, budgets and schedules described in (b), (c) and (d) of the preceding Section shall be printed and sent to the clergy of the Diocese, to the Wardens of the Congregations, and to the Deputies to Convention, before the convening of the Convention; but no such report, budget or schedule shall be regarded as having been adopted until appropriate action thereon shall have been taken by the Diocesan Executive Council, except by a two-thirds vote of the Convention.

Section 8. The Diocesan Executive Council shall have power to spend all money provided in the budget adopted by the Convention for the purpose therein specified, any money actually received in any year over the amount required by the budget for that year, and any unexpended balances. But in case any expenditures shall in any year exceed the amount provided in the budget for that year, a detailed statement of such excesses shall be made to the next Convention. The Diocesan Executive Council shall have the authority to make changes to the Budget adopted by the Convention if such changes are warranted by unusual and unanticipated circumstances. A detailed report of such changes to the budget and the reasons for making those changes shall be made to the next Convention.

Section 9. All salaries payable from diocesan funds, other than salaries determined by the Convention, shall be fixed by the Diocesan Executive Council. The Diocesan Executive Council shall determine the compensation package to be paid to clergy by all congregations receiving financial aid from the Diocese.

Section 10. The Diocesan Executive Council shall meet at least four times each year at such dates as the Bishop designates.

Canon 12: Of the Finance Commission

Section 1. There shall be a Finance Commission of the Diocese. The Executive Council shall annually appoint one or more persons to serve one year terms as members of this Commission.

Section 2. The Finance Commission shall exercise the authority given to such bodies under the National Canons and shall perform such other tasks relating to finances or business methods in the Diocese as the Executive Council shall assign.

Section 3. The Finance Commission shall make regular reports of their activities to the Executive Council.

Canon 13: Of the Convocations

Section 1. The Diocese shall be divided into two Convocations, the boundaries of which shall be determined by the Bishop and the Executive Council.

Section 2. The Deputies and Alternates to Diocesan Convention shall also serve as Deputies and Alternates to the Convocations.

Section 3. If any clergy person is serving congregations in more than one Convocation, that clergy person shall be entitled to seat and voice at any meeting of either Convocation, but shall only have voting privileges in the Convocation where he or she is physically resident.

Canon 14: Of the Standing Committee

Section 1. The members of the Standing Committee shall be three lay persons and three clergy persons elected at large by the Convention. The term of office for the six members shall be three years with one lay person and one clergy person elected each year. The members shall not be eligible for reelection until one year after their previous term has expired.

Section 2. The Standing Committee shall at its first meeting each year elect from its own body a President. The Bishop shall convene the first meeting of the Standing Committee for the purpose of the election of a President, who will assume office immediately. The Vice President of the Executive Council shall not serve as President of the Standing Committee.

Section 3. The President shall appoint a Secretary who shall prepare and present to the Convention a report of all the official acts of the Committee during the previous councilor year.

Canon 15: Of the Deputies to the General Convention and the Provincial Synod

Section 1. The Deputies to the General Convention shall consist of four priests or deacons and four laypersons and their respective alternates, each elected for a period of three years.

Section 2. The Deputies to the Provincial Synod shall consist of one priest or deacon and two laypersons and their respective alternates, each elected for a period of three years.

Section 3. Each Deputy-elect to the General Convention or the Provincial Synod shall confirm the Deputy-elect's intention to attend the Convention or Synod to the Ecclesiastical Authority no less than three weeks prior to the opening of the Convention or Synod. If any Deputies are unable to attend, the Ecclesiastical Authority shall designate the number of Alternates, in order of total votes received at the time of their election, required to complete the deputation of the Diocese. Whenever the Bishop and Standing Committee shall certify that there is an insufficient number of Alternates available to complete the deputation of the Diocese, the Ecclesiastical Authority shall fill any remaining vacancies by appointment. Such appointments are subject to the confirmation of the Standing Committee and shall be certified by certificate signed by the Ecclesiastical Authority and the President and Secretary of the Standing Committee.

Section 4. The term limit provisions of these canons shall not apply to the offices of Deputy or Alternate to General Convention or Provincial Synod.

Canon 16: Of the Other Officers

Section 1. The Chancellor shall act as the legal advisor of the Bishop, of the Standing Committee, of the Convention, and of the Trustees of the Diocese and shall be ex-officio a member of the Committee on Constitution and Canons.

Section 2. The Historiographer shall also serve as Archivist and shall receive and safely keep at Diocesan Headquarters all books, documents, reports, pictures, records and similar data and shall collect and preserve all materials of significance or historical value to the Diocese and particular Congregations. This officer may transfer to established historical depositories originals or copies of things of historical import, shall arrange and catalog all materials turned over for ready reference, and with the advice and consent of the Bishop and Priest in charge of a Congregation, may appoint a historiographer for each Congregation whose duty will be to act as parish or mission historian safely keeping and preserving all things of historical significance.

Canon 17: Of the New Congregational Development Board

Section 1. The New Congregational Development Board shall regularly survey and evaluate the missionary needs of the Diocese and shall oversee planning and implementation of efforts to plant new Congregations for the Diocese.

Section 2. The Committee shall be composed of six persons, including two Priests in charge of Congregations in the Diocese, appointed by the Bishop for three year terms; plus any person employed as a Church-Planter in the Diocese.

Section 3. The Committee shall meet at least quarterly and shall report its findings and recommendations to the Bishop, the Executive Council and the Diocesan Convention.

Section 4. The Committee shall elect a Chairperson from among its members.

Canon 18: Of the Committee on Constitution and Canons

There shall be a Committee on Constitution and Canons appointed annually by the Bishop. The Chancellor shall be ex officio a member of this committee.

Canon 19: Of the Commission on Ministry and the Examining Chaplains

Section 1. The Commission on Ministry shall be composed of the following: one priest, one deacon, and two laypersons elected by the Diocesan Convention for two-year terms and four additional persons appointed by the Bishop with the approval of the Convention for one-year terms. In no case shall anyone serve more than six consecutive years on the Commission.

Section 2. At the discretion of the Bishop, the Commission on Ministry may join with like commissions of other dioceses in performing the duties hereinafter prescribed.

Section 3. It shall be the duty of the Commission on Ministry to advise and assist the Bishop in matters pertaining to the enlistment, selection, examination, education, training, pastoral care, deployment and

continuing development of postulants, candidates and deacons, and lay readers; in matters pertaining to the continuing development of the Diocese; and in providing guidance and pastoral care for professional church workers.

Section 4. Subject to the Canons of The Episcopal Church and of this Diocese and subject further to the approval of the Bishop, the Commission on Ministry shall have authority to appoint such committees from and beyond its membership as it may find necessary to act on its behalf.

Section 5. The Commission on Ministry shall provide for the conduct of those canonical examinations assigned the Commission by the Canons of The Episcopal Church, provided that the Bishop shall always appoint the persons who are to conduct said examinations, and provided further that a report of each examination shall be forwarded to the Bishop.

Section 6. Under the guidance and oversight of the Bishop, the Commission on Ministry shall provide that each Candidate be interviewed before ordination to the Diaconate, and if requested by the Bishop, to the Priesthood, to ascertain personal readiness for such ordination, and shall without delay report in writing the findings of each interview to the Standing Committee of the Diocese as well as to the Bishop.

Section 7. The Bishop shall appoint Examining Chaplains who shall perform their duties in such manner as may be required by the Canons and shall keep a proper record of their activities.

Canon 20: Of Guardianships

With the approval of the Bishop, the corporation known as the Diocese of Eau Claire, Inc., may agree to be appointed by a court of competent jurisdiction the guardian of the person and property of any member of the Episcopal Diocese of Eau Claire who has been declared incompetent. The Bishop shall serve as the Chairperson of a Committee consisting of the Bishop and one layperson and one member of the clergy to be appointed by the Bishop, and all decisions affecting the person under guardianship shall be by a majority vote of the Committee, except, in the case of authorization for immediate emergency medical attention, any two members of the committee may grant permission, one of whom shall be the Bishop, if available to act in the matter.

Canon 22: Of the Communications Department

There shall be a Communications Department appointed by the Diocesan Executive Council.

Canon 23: Of Meetings by Committees, Commissions, and Councils

Section 1. All Committees, Commissions, and Councils of the Diocese of Eau Claire are authorized to make use of traditional face-to-face meetings, telephone conferencing, video conferencing, and combinations of

these and other communication media that allow immediate participation by all members. Any such meeting shall be subject to the same rules as traditional meetings.

Section 2. All Committees, Commissions, and Councils of the Diocese of Eau Claire are authorized to use other communication mediums which do not allow for the immediate participation of all members for decision making if all members agree that:

- a) the question to be voted upon has been reduced to specific wording allowing for a yes or no vote,
- b) the question does not require discussion in a full meeting setting,
- c) the question being considered is of a non-controversial nature, and
- d) all members have all the information necessary to make an informed decision.

Section 3. Decisions made under Section 2 of this Canon:

- a) shall require an affirmative vote by a majority of all members eligible to vote for adoption,
- b) shall be official actions of the Committee, Commission, or Council upon announcement of the final vote by the presiding officer who shall report the vote of each member, and
- c) shall be recorded in the minutes of the following meeting of the Committee, Commission, or Council.

Section 4. Any statement reporting actions taken under this canon that is required to be signed by those voting in favor of the action shall be circulated among the members for their signatures and shall be dated with the date of the meeting held under section 1 or the announcement of the presiding officer under section 3(b).

Canon 24: Of the Appointment and Election of Chairpersons

The Bishop shall appoint the Chairperson of the Commission on Ministry. Unless specified otherwise in the Constitution and Canons of the Diocese or of the Episcopal Church all other committees, commissions, and departments shall elect their own Chairs annually for a term of one year. The Bishop shall appoint a convener to call the first meeting of each committee, commission, or department who shall chair that meeting only until a chair is elected.

Canon 25: Of the Cathedral

Section 1. The congregation heretofore known as "Christ Church, Eau Claire", shall be the Cathedral of the Diocese, and shall bear the title "Christ Church Cathedral". Except as may be hereinafter provided, the Rector, Wardens, Vestry and the other clergy and laity of the Cathedral congregation, shall have all the rights and privileges, and shall perform the appropriate canonical duties, of similar clergy, lay officers and persons in congregations of this Diocese.

Section 2. Whenever the Bishop shall be notified that there is, or is about to be, a vacancy in the Rectorship of the Cathedral congregation, the Bishop shall, as soon as may be conveniently able, nominate to the Vestry any number of priests, not less than five, deemed fit and suitable; from whom the Vestry shall elect one to be called as Rector, or if for good reasons no one of these shall be selected, the Vestry shall so notify the Bishop, who may then nominate others until a selection be made. Such Rector, when duly elected and installed, shall become the Dean of the Cathedral.

Section 3. The Bishop shall have the right to occupy the Bishop's Seat in the Cathedral sanctuary or choir at the Bishop's pleasure; to take order for all councilor, diocesan and other similar services and to officiate at such other times as may be agreed upon by the Bishop and the Dean. The Bishop shall have the right to meet and confer with the Vestry at their regular meetings.

Section 4. The Bishop shall have the right to use the Cathedral and other buildings for diocesan meetings, but shall in every case give due notice of such intended use to the Dean.

Section 5. Amendments to this Canon shall receive the approval of the Vestry of the Cathedral Congregation before they become operative.

Canon 26: Of Burial Grounds

Section 1. The Priest, Wardens and Vestry of any Congregation, shall form a corporation for the holding of any grounds which may be acquired by them for burial purposes, within the limits prescribed by the Revised Statutes of the State of Wisconsin.

Section 2. Whenever any such corporation shall have obtained a clear title to any grounds for burial purposes, they shall at once apply to the Bishop for consecration of the same.

Section 3. When such grounds have been duly consecrated, surveyed, divided and platted, and the maps thereof have been recorded, the said corporation may lease lots therein for burial purposes, or may grant permits for burial in single graves.

Section 4. All such leases and single burial permits shall be recorded in a book kept by the Clerk of the Vestry for that purpose; and keep a correct map of the burial grounds, on which the Clerk shall locate every burial made, with the name and date,

Section 5. Persons leasing lots for burial purposes may erect suitable vaults, tombstones or monuments; but the right to forbid the erection of any unsuitable vault, tombstone or monument, or to cause its removal, shall rest with the corporation.

Section 6. All monies received for the lease of lots, or for single burial rights, shall be invested in bonds of the United States or of the State of Wisconsin or other State bonds; or in county, city, school, town or other municipal bonds or any public corporation of the State of Wisconsin; or in bond or note secured by mortgage or real estate in Wisconsin, of at least twice the value of the loan. The monies so invested shall be known as

“The Cemetery Fund”, and the yearly income only, or so much thereof as may be necessary, shall be used for the care and improvement of the grounds.

Section 7. Such corporation shall not sell, alienate or encumber any such grounds acquired by them for the use of the Church.

Section 8. Such corporation shall certify annually to the Diocesan Executive Council that all reports required by the State of Wisconsin in relation to the Cemetery Association are current.

Section 9. Burial grounds in Lake View Cemetery, Eau Claire, Wisconsin, owned by the corporation known as The Trustees of The Episcopal Church in the Diocese of Eau Claire shall be used for the burial of clergy and members of their families who wish to be buried there, and lots in said cemetery held by said corporation in its capacity as Trustee of the Trust created under the will of Fannie E. Buffington, Deceased, are to be used for the burial of persons who have been beneficiaries of said Trust and wish to be buried there.

Of Congregations in the Diocese

Canon 27: Of Congregations

Section 1. A Congregation is a group of persons united for the purpose of carrying out the mission of the Church, which includes acknowledging the holiness of God, hearing God’s word, offering prayer, and celebrating the sacraments and working, praying and giving for the spread of the kingdom of God.

Section 2. An unorganized Congregation is a Congregation which has not been admitted into union with the Convention of the Diocese, but where, with the approval of the Bishop, there are members of this Church who meet for regular services at least four times a year.

Section 3. An organized Congregation is a Congregation which has been admitted into union with the Convention of the Diocese.

Section 4. A self-supporting congregation is an organized congregation which is totally financially self-supporting and has at least 50 adult communicants.

- a) A self-supporting congregation maintains a place of worship, provides an adequate living for a full time priest equivalent to or exceeding the basic living currently required by the Diocese for priests in aided congregations, remains current in payment of its diocesan apportionment, and pays its own operating expenses.
- b) Two or more Congregations may form a single self-supporting Congregation with the approval of the Bishop and the Diocesan Convention.

Section 5. An aided congregation is an organized congregation that does not meet the requirements of a self-supporting congregation.

- a) An aided Congregation shall be held and treated as a self-supporting congregation except as may otherwise be provided in the Constitution and Canons and except in such points as are necessarily differentiated by the fact that it has no corporate character.
- b) The government of an aided Congregation is in the Ecclesiastical Authority, which may appoint as its representative a priest in charge who shall conform to the instruction of the Ecclesiastical Authority and be responsible to it. The Bishop shall be the Chief Pastor of all aided Congregations, and Priests in charge of such Congregations shall make such reports as required by the Diocesan Executive Council.

Canon 28: Of the Organizing of Congregations

Section 1. Congregations which seek to be organized shall make written application to the Bishop, over the signatures of all the adult persons who propose to be members thereof. This application must be on the form provided by the Bishop.

Section 2. If the Bishop consents to the organizing of the Congregation as thus applied for, he shall name the Congregation. In consultation with the New Congregational Development Board he shall appoint for the first year fit persons to serve as officers of the Congregation.

Section 3. When a Congregation shall have given notice to the Bishop of its intention to apply for admission into union with the Convention, has laid before the Convention a certificate from the Bishop approving such application, and also a certificate from the Bishop showing that it has ten or more adult communicants, it may be admitted into union with the Convention as provided in the Constitution. When thus admitted, it shall be entitled to representation in the Convention as an organized Congregation of the Diocese.

Section 4. In case of the failure of the people belonging to the Congregation to fulfill the stipulated terms of their organization, the Bishop in consultation with the New Congregational Development Board may dissolve it or withdraw the Priest in charge, if there be one.

Section 5. The title to real estate given to or purchased by an aided Congregation shall be vested in the Corporation known as "The Trustees of the Episcopal Church in the Diocese of Eau Claire", and all trust funds, endowments, or undesignated bequests secured for the benefit of the aided Congregation shall be deposited with the Trustees of the Diocese.

Section 6. When a Congregation previously not self-supporting has been self-supporting for three consecutive years and has at least fifty adult communicants, the Congregation may apply to the Bishop and the Executive Council of the Diocese for permission to proceed to seek incorporation. Its form of incorporation shall be in accordance with the laws of the State of Wisconsin and in harmony with the Constitution and Canons of The Episcopal Church and of this Diocese, and the directions of Convention. Any congregation holding or intending to hold title to real property shall be incorporated.

Canon 29: Of the Lay Officers of Congregations

Section 1. The Lay Officers of a Congregation shall consist of two Wardens and other members of the Vestry who shall be communicants in good standing of the Church as defined by the Canons of The Episcopal Church and of this Diocese.

Section 2. The Wardens shall see that the financial obligations of the Congregation are met and that the buildings belonging to the Congregation are kept in good repair and are adequately insured. Under the Priest, they shall see that all things needed for the orderly worship of God and for the proper administration of the Sacraments are provided. They shall prevent or repress all disturbance of Divine Worship. In the absence of a Priest, they shall, with the advice of the Bishop, procure suitable supply for the continuance of the services.

Section 3. Other members of the Vestry, along with the Priest in charge of the Congregation and Wardens, shall be the governing body of the Congregation and shall manage and control its property and material affairs, in accordance with the Constitution and Canons of The Episcopal Church and of this Diocese.

Section 4. In the case of the failure of a Congregational meeting to elect the Wardens and members of the Vestry, the incumbents shall remain in office until their successors are duly chosen. In case a vacancy occurs in their number during the interval between the annual elections, the Vestry shall fill the same for the unexpired term.

Section 5. A Clerk shall be elected annually by the Vestry to serve until a successor has been chosen. The Clerk shall attend all meetings of the Congregation and of the Vestry, taking minutes of all the proceedings and attesting the same in the book of minutes of the Vestry, shall maintain in the said book the annual accounts of the temporal condition of the Congregation, shall keep all original documents, and the list of voters provided for by these Canons.

Section 6. A Treasurer, not a member of the Clergy or the spouse of a member of the Clergy assigned to or active in the congregation, shall be elected annually by the Vestry to serve until a successor has been chosen. Under the authority of the Vestry, the Treasurer shall collect, receive, and disburse the funds of the Congregation. Previous to the Annual Congregational Meeting, the Treasurer shall present to the Vestry a full and accurate statement of the financial condition of the Congregation since the presentation of the last annual statement. This statement shall also be read at the Annual Congregational Meeting before the election of officers. The Treasurer shall furnish such bond as the Vestry may require, but the cost of such bond shall be borne by the Congregation.

Section 7. Regular meetings of the Vestry shall be held at least quarterly.

Section 8. Special meetings of the Vestry may be called at any time at the request of the Priest in charge of the Congregation, or of any two of the members. Notice of such meeting shall be sent by the Clerk to the Priest, the Wardens and the members of the Vestry. This notice shall specify the time and place of the meeting and the business to be considered thereat. No other business shall come before such meeting except with the unanimous consent of the Priest, the Wardens, and the members of the Vestry.

Section 9. At no meeting shall it be competent for the Vestry to transact any business except there be present the Priest in charge of the Congregation, or, in the event of the absence of the Priest, or if the office be vacant, one of the wardens; and except there be present a quorum consisting of a majority of the Wardens

and members of the Vestry. No action affecting the rights of the Priest shall be taken at any meeting at which the Priest has not had the opportunity to be present.

Section 10. At every meeting of the Vestry, the minutes of last meeting shall be read; and, at every regular meeting, the minutes of the last regular meeting shall be read, and, if requested, those of all subsequent special meetings.

Canon 30: Of the Annual Congregational Meeting

Section 1. In every Congregation, the Annual Congregational Meeting shall be held on a date set by the Vestry of the Congregation. The Vestry shall inform the Diocese of the date of the Annual Meeting. Public notice of the Annual Meeting shall be given at all the services on the preceding Sunday. If the Vestry fails to schedule an Annual Congregational Meeting during any calendar year, then the Priest in Charge or any three Communicants in Good Standing may request the Bishop to schedule an Annual Meeting on behalf of the Vestry.

Section 2. The Annual Meeting shall be presided over by the Priest, or if the office be vacant, or if the Priest be absent, by one of the Wardens. When the Annual Meeting is called to order, there shall be read the qualifications for voters as defined in these canons.

Section 3. The agenda of the Annual Meeting shall include the reading of the minutes of the last Annual Meeting and all Special Congregational Meetings held since the last Annual Meeting, the report of the Treasurer, and the election of officers. The reading of minutes may be dispensed with by majority action if the minutes have been distributed to all eligible voters prior to the meeting. The election of officers shall take place after all other business has been transacted.

Section 4. The congregation shall elect two wardens and not less than three nor more than nine members of the Vestry. Wardens and members of the Vestry shall be adult communicants in good standing of the congregation. No member of the clergy assigned to or active in the congregation or spouse of a member of the clergy assigned to or active in the congregation shall be eligible for election as a warden or member of the Vestry.

Section 5. The length of one term of office for members of the Vestry shall be three years with one third of the members, or as near as may be, elected each year. The Bylaws of the congregation may specify the length of one term of office of the Wardens which shall be not less than one year nor more than three years. The Bylaws may also make provision for staggered election years for the offices of Wardens and may establish procedures for filling any vacancies that occur prior to the completion of any term of office. If the congregation has no Bylaws or if the Bylaws of the congregation are silent on these issues, then the Wardens shall be elected to serve for one year and the Vestry shall fill any mid-term vacancies in elected offices by majority vote.

Section 6. The Bylaws of the congregation may establish term limits for the offices of Warden, member of the Vestry, Treasurer, and Clerk, which shall be no more than six years. No person may serve more than six consecutive years as Warden, Member of the Vestry, Clerk, or Treasurer of a congregation.

Section 7. Baptized members of the local Episcopal congregation, who are at least 16 years of age, who are regular attendants at the services of the local church, and who are regular contributors to the support of the local church and to the work of the Diocese and National Church, shall be entitled to vote at all Congregational Meetings.

Section 8. A list of all persons eligible to vote in all Congregational Meetings shall be kept in every parish by the Clerk, under the direction of the Priest, or if there be no Priest, one of the Wardens. The list shall be closed against further entries two weeks before the Meeting. At no time shall voting by proxy be permitted.

Section 9. No person shall vote or hold office in more than one Congregation at the same time.

Section 10. In the event of all contested elections within the Congregation, except in the case of Deputies to the Convention and their Alternates, the Bishop and the Standing Committee shall constitute a board of final reference for the settlement of such contests.

Section 11. In aided Congregations, the names of all those elected to office in the Congregation shall be reported to the Bishop for approval within thirty days of the Annual Congregational Meeting.

Canon 31: Of Special Congregational Meetings

Section 1. A Special Congregational Meeting may be held at any time on the written order of the Bishop or of the Priest in charge of the Congregation, or by resolution of the Vestry, or on a petition to the Bishop or to the Vestry if such petition be signed by not less than one-third of the number entitled to vote at the last Annual Congregational Meeting. All such orders, resolutions, or petitions shall specify the time and place of such meeting and the business to be considered thereat. At such meeting, no business shall be considered other than that specified in the call.

Section 2. Notice of such meeting shall be read publicly in church at all services on two Sundays prior to the holding of the same and appropriately posted. This notice shall specify the time and place of the meeting, the business to be considered thereat, and by whose order the meeting is called.

Section 3. Such meeting shall be presided over by the Priest, or in the absence of, or at the request of the Priest, by one of the Wardens.

Canon 32: Of the Canonical Parish Register and the Annual Parochial Report

Section 1. In every Congregation, there shall be provided a proper book in which the Priest in charge of the Congregation, or, if the Congregation be vacant, one of the Wardens, shall record the names of all persons baptized, confirmed, married, and buried within the Congregation, with such other facts as to dates, places, and persons as are important matters of record-all of which shall be certified by the signature of the person making the records together with the names of all persons who are communicants of the Church, with memoranda as to their reception, removal, or death.

Section 2. At every visitation, the Priest of the Congregation, or the Warden if there be no Priest, shall submit the parish register to the Bishop for inspection.

Section 3. Provision shall be made for the due recording of such other items and statistics as are required in the annual parochial report form provided by the Secretary of the Convention and prescribed by the Canons of The Episcopal Church and of the Diocese.

Section 4. Communicants known to have neglected for three years the reception of the Holy Communion, in spite of due and sufficient opportunity therefore, shall not be reported for statistical purposes, including the computation of the Provincial Assessment, but their names shall be kept on the list of communicants in the parish register, unless removed by death, transfer, or discipline.

Section 5. The Priest in charge of every Congregation, or if there be no Priest, the Warden or Wardens, shall present the report described in Section 3 of this Canon to the Ecclesiastical Authority by the date specified.

Section 6. It shall be the duty of the Priest to keep, so far as is practicable, a list of the families and individuals within the cure to be retained for the use of a successor.

Canon 33 Of the Reduction and Dissolution of Congregations

Section 1. The Executive Council shall adopt a policy governing the procedure for closing a congregation which shall be consistent with this canon and which shall provide for the preservation and orderly transfer of the assets and records of the congregation.

Section 2. Any one of the following items shall constitute cause for which Convention may implement the provisions of Article VII Section 2 of the Constitution of the Diocese of Eau Claire:

- a) A Congregation laying dormant for three consecutive years without a Priest, Congregation officers, or stated services, or whose church or chapel, if there be such, has become disused and closed.
- b) A Congregation with less than ten adult communicants for three consecutive years.
- c) A Congregation failing to pay its apportionment in full for three consecutive years.

Section 3. For any of the causes listed in Section 1 of this Canon and by concurrent action, the Bishop and Standing Committee may reduce any organized congregation to an unorganized congregation.

Section 4. After consultation with the Standing Committee, the Bishop and the Diocesan Executive Council may dissolve any unorganized congregation.

Section 5. When any congregation shall have been dissolved, its name shall be stricken from the roll of congregations, all of its records shall be forwarded to the Diocesan Office, and the title to all its property, real and personal, including money, shall forthwith vest in the corporation known as the Trustees of The Episcopal Church in the Diocese of Eau Claire.

Canon 34: Of Memorials

Moneys accepted for memorials, designated or undesignated, shall be administered and disbursed by a committee on memorials consisting of the Priest in charge of the Congregation and four members of the Congregation, at least two of whom shall be members of the Vestry, to be named annually by the Priest. Any person wishing to install a memorial of any kind in the church must receive approval of this committee prior to the installation of said memorial. The committee on memorials shall act as a council of advice on memorials and shall have available a list of suitable things needed in the Congregation. The committee on memorials shall regularly report to the Annual Meeting of the Congregation, and, before disbursing any funds or placing any memorial in a church or church building, shall receive the permission of the Vestry for such disbursement or placement. The term "memorials" shall not include any funds left or provision made by devise, legacy, or bequest. Such undesignated funds shall be administered in accordance with the Canon of General Financial Regulations. Designated memorial funds shall be used only for the purpose specified by the donor.

Canon 35: Of the Priest in Charge of a Congregation

Section 1. The Priest in charge of a Congregation shall have, subject only to the rubrics of the Book of Common Prayer, the Canons of The Episcopal Church and of the Diocese, and the godly counsel of the Bishop, the exclusive charge of all things pertaining to the spiritual interests of the Congregation. The Priest shall order and direct the services and worship and music of the Church and all that pertains thereto and shall have the spiritual direction and general oversight of the Church School, the Altar Guild, and of all organizations connected with the Congregation. The Priest may appoint persons to perform, under clergy supervision, such duties pertaining to the services and to the care and decoration of the Church as are properly performed by lay members.

Section 2. The Priest shall at all times have free access to the Church or Chapel and to the Church Hall, to open and use the same as shall be required for religious services and offices and for such parochial occasions and objects as the Priest shall deem necessary. The Priest may arrange, modify, or improve the furnishings, ornaments, appointments, and conveniences of the Church or Chapel as the Priest shall deem necessary. The Priest shall have control of the use of the Church Hall. In the exercise of these rights and duties, however, the Priest shall not disturb the fabric of the building or involve the congregation or the Diocese in any expenditure of funds not authorized by the Diocese or by the officers of the Congregation.

Section 3. The Priest shall preside, with the right to vote, at all meetings of the Congregation or of the Vestry, and no such meeting shall be held unless the Priest has been duly notified of the same at least twenty-four hours previous thereto.

Section 4. The Priest shall at all times have and exercise such other rights and shall perform such duties as pertain to this office under the laws and usages of The Episcopal Church.

Section 5. The Priest shall keep such records and make such reports as may be directed by National or Diocesan Canons and by order of the Convention.

Section 6. The Priest in charge of a Congregation shall give to the proper officers thereof and to the Bishop at least one month's notice, in writing, of intent to resign such charge.

Section 7. The Bishop shall have the power to confer upon any clerical member of the Diocese such ecclesiastical title and assign duties appropriate thereto as the Bishop shall deem proper. The Bishop may designate the regalia to be worn by the recipient of the title.

Section 8. No member of the Clergy shall officiate within the bounds of this Diocese, either by preaching, reading prayers, administering sacraments, or any other sacred functions, within the parochial, missionary, or other cure of a priest or deacon, unless the Clergy member have received express permission for that purpose from the Priest in charge of the cure, or, in the absence of the Priest in charge, from the church wardens or a majority of the Vestry. In the case of a vacant aided Congregation, permission shall be obtained from the Bishop. Nor shall any member of the Clergy, canonically non- resident, officiate within the bounds of the Diocese in a vacant Congregation without the consent of the Bishop.

Section 9. A member of the clergy serving a Congregation may enter into a contractual agreement with another Congregation for pastoral services. Said contract shall cover all services to be provided by the member of the clergy to the contracting Congregation and all financial arrangements between the contracting Congregation and the member of the clergy. Said contract shall be approved by both Vestries and the Bishop.

Canon 36: Of the Election and Call of a Priest in charge of a Congregation and/or Curate

Section 1. On the occurrence of any ministerial vacancy in any Congregation, the Wardens shall promptly notify the Bishop and, with the advice of the Bishop, make due provision for services, the cost thereof to be paid by the parish.

Section 2. If there be no Priest in charge of the Congregation, or the Priest be absent or unable to act, the Wardens shall preside at the meetings of the Vestry. They shall take care that the church building be kept from all secular and other uses not authorized by the Church. They shall make and certify all entries in the parish register required by these Canons and shall make out and present to the Bishop the annual parochial report.

Section 3. In case of a vacancy in a Congregation, the Vestry shall elect a Priest to be in charge of the Congregation. The said election shall be subject to the following provisions:

- a) it shall be the prerogative of the Ecclesiastical Authority to submit to the Vestry the name or names of priests to be considered by them;
- b) it shall be the prerogative of the Vestry to solicit names from sources other than the Ecclesiastical Authority of the Diocese;
- c) no election shall be had until the name of the priest whom it is proposed to elect has been made known to the Ecclesiastical Authority and shall be subject to the Bishop's approval within a sufficient time not exceeding thirty days. The election being made, a written notice of

the election, signed by the church wardens and a copy of the call to the Priest-elect, shall be sent to the Ecclesiastical Authority of the Diocese.

Section 4. The call of the Priest-elect shall be in writing, signed by the Wardens and Clerk of the Vestry for the Congregation. It must express distinctly any special conditions, together with the stipulation of salary or support and provision for residence, which when the Priest is settled shall be held a valid legal contract, and the salary and other emoluments as accruing to be an acknowledged debt, recoverable by process of law, if necessary, of which said call shall be held as substantial evidence. Provided, that the salary may be increased or decreased as the parties may from time to time agree, due notice of which shall be given to the Ecclesiastical Authority by the Clerk of the Vestry.

Section 5. Any priest appointed by the Bishop to minister to a Congregation, but not elected by the Vestry thereof, is sent by the Bishop upon such terms as to pecuniary support, and for such a period of time, as may have been agreed upon by the Bishop, the priest, and the officers of the Congregation. This appointment and agreement shall be in writing.

Section 6. In the event of the calling of an assistant minister or curate, the Priest in charge of the calling Congregation shall submit the name and conditions of the contract of the call to the Bishop for approval or disapproval before the call is issued. The Ecclesiastical Authority may accept the Letter Dimissory and give the assistant minister or curate canonical residence in the Diocese or annual license to function in this Diocese. The provision of Section 4 of this Canon shall apply, except that the contract of call shall provide for automatic termination upon the resignation or death of the Priest in charge.

Canon 37: Of the Priest's Discretionary Fund

The alms and contributions not otherwise specifically designated at the administration of the Holy Communion on one Sunday in each calendar month and other offerings for the poor shall be deposited with the Priest in charge of the Congregation and are to be applied by the Priest to such pious, charitable, and discretionary uses as shall be by the Priest thought fit. The amount of each collection shall be duly recorded, and the total be given as a special item in the annual parochial report. During a vacancy, the Vestry shall appoint a responsible person to serve as Almoner.

Of Finances and Business Methods

Canon 38: Of General Financial Regulations

Section 1. The provisions of the National Canons governing Business Methods in Church Affairs (Title I, Canon 7) apply fully to the diocese, all congregations, and all other institutions connected with this church.

Section 2. The annual budget of every congregation of this diocese shall contain the amount to be paid to the members of the clergy, the amount for rectory utilities or housing allowance, the amount of the clergy pension premium and health insurance, the amount for basic utilities for the building in which the

congregation worships, an adequate amount for the proper insuring of the property of the church, and the amount of the diocesan apportionment. These six amounts, in this order, shall be the first charges against the income of the Congregation each month. These same items as applicable to the Bishop and Diocesan staff shall be the first charges against the income of the Diocese each month.

Section 3. All Congregations and Institutions connected with the Diocese through its convention shall participate in a Diocesan Property/Casualty Insurance Program approved by the Bishop and Diocesan Executive Council, which provides that all property (real and personal) shall be adequately insured including adequate public liability insurance and other coverage deemed necessary by Bishop and Diocesan Executive Council; and that the premiums for said insurance program shall be paid by the congregation and/or other insured institution.

Section 4. The Executive Council shall annually approve a diocesan group medical insurance plan which provides adequate coverage as the Executive Council deems necessary. All persons eligible to participate in the diocesan group medical insurance plan shall participate in this plan unless the Executive Council shall approve a waiver as provided in this section. The premiums for said insurance plan shall be paid by the congregation or other institution which the person serves. An eligible person and the congregation or other institution which the person serves may jointly request a waiver of this participation if comparable insurance coverage is provided by the employer of a spouse or in other similar circumstances. Application is made to the Bishop and Executive Council who shall only approve the waiver if they are satisfied that the terms of the agreement are equitable to all involved.

Section 5. Each vestry shall report any legacy, bequest or endowment gift to a Congregation to the Bishop and Standing Committee of the Diocese within 15 days after the receipt of such legacy, bequest or endowment gift. The expenditure of any such legacy, bequest or endowment gift by an aided congregation shall be made by the vestry, only upon the approval of the Bishop and Standing Committee, and in accordance with the terms designated in the legacy, bequest or endowment gift.

Canon 39: Of the Funds of the Diocese

Section 1. All income accruing from the Dulaney Memorial Fund after the deduction of necessary administrative expenses shall be remitted to the Treasurer of the Diocese of Eau Claire, Inc., by the Trustees, and shall be applied to the support of the episcopate and to such other purposes as the Convention shall determine.

Section 2. All income accruing from the Endowment Fund attributable to funds belonging to the Trustees of The Episcopal Church in the Diocese of Eau Claire shall be remitted to the Treasurer of the Diocese of Eau Claire, Inc., by the said Trustees, and shall be applied to diocesan purposes as directed by the Annual Convention and Executive Council.

Canon 40: Of the Apportionment

Section 1. The Convention shall each year apportion to each Congregation such a sum, as, together with the other income of the diocese, shall be sufficient to meet the expenses of the Diocese and of the church's program for the next fiscal year. The apportionment shall be computed on the basis of a percentage of the assessable income of the Congregations.

Section 2. The term "assessable income" is defined as the lower of the subtotal operating income reported in the congregation's most recent parochial report or the average of the subtotal operating income reported in the congregation's most recent three year's parochial reports.

Section 3. The apportionment shall be due and payable in equal monthly installments on the first day of each month and a congregation shall be considered current if payment is received no later than the fifteenth day of the month. The Executive Council may, at the request of any congregation, establish a schedule of payments for that congregation other than equal monthly payments. If the congregation follows this schedule of payments it shall be considered current..

Section 4. Whenever a new Congregation shall be admitted into union with the Convention, the Convention shall fix the amount to be apportioned to such Congregation, and the first installment of such apportionment shall be payable on the fifteenth day of the month next following the date of admission.

Section 5. On the vote of a two-thirds majority of both Orders, the Convention may remit any delinquency in the payment of the apportionment.

Section 6. Any congregation that is not current in payment of its apportionment shall not be eligible for any loan or grant from any diocesan funds and the Bishop and Standing Committee shall not approve, endorse, or recommend the congregation for any loan or grant using non-diocesan funds.

Section 7. Any congregation that is not current in payment of its apportionment at the opening of any regular or special convention of the diocese shall have its representation reduced to be equivalent to an unorganized congregation.

Section 8. The Diocesan Executive Council shall be charged with the enforcement of this canon and shall have authority to adopt and maintain such reasonable rules and regulations as may be proper and necessary thereto.

Canon 41: Of the Church Pension Fund

Section 1. All matters pertaining to the Church Pension Fund shall be administered by the Diocesan Executive Council who shall do all things necessary to carry out the rules and directions of the Church Pension Fund.

Section 2. The Diocesan Executive Council shall provide for the payment to the Church Pension Fund of the premiums due on behalf of all clergy employed directly by the Diocese.

Section 3. Every member of the clergy receiving a stipend or stipends and every Congregation or other ecclesiastical organization in the Diocese paying a stipend or stipends, or portion thereof, shall furnish a statement of such to the Diocesan Executive Council whenever the said Council shall, in writing, ask for such statement.

Section 5. When there is an arrearage in the payment of premiums reported by the Church Pension Fund in excess of the six-month grace period on any clerical pension, notice shall be sent to the member of the clergy and treasurer of the congregation involved and the Congregation so defaulting shall be billed for immediate payment. Any congregation six months or more in arrearage on pension premiums shall be considered an aided congregation and the same provisions shall apply as in non-payment of the diocesan apportionment.

Canon 42: Of the Finances of Aided Congregations

Section 1. It shall be the duty of every Congregation receiving financial aid from the Diocese or other missionary funds, including Diocesan Apportionment relief, or not able of itself to provide the entire stipend of the clergy ministering to it, to prepare and submit to the Executive Council when requested a budget showing probable income and expenses for the following year, and when requested a monthly or quarterly report, showing all income and expenses, together with bank balances at the beginning and ending of the period covered.

Section 2. The clerical stipend of a Congregation shall become due and payable at least monthly, and should the payment of any part of the stipend not be paid by its due date, the member of the clergy and the Warden must immediately notify the Bishop to that effect.

Section 3. In cures with multiple Congregations, the cost directly relating to the clergy shall be divided among the Congregations in a manner to be determined by the Bishop and the Executive Council, in consultation with the Congregations.

Canon 43: Of the Bishop's Discretionary Fund

At the official visitation by the Bishop, a special offering shall be taken, and the whole amount of such offering shall be paid by check to the Bishop's Discretionary Fund within thirty days of the visitation. The Bishop's Discretionary Fund shall be under the charge of the Bishop and be used for such benevolent purposes as the Bishop may deem proper.

Canon 44: Of General Regulations Regarding Records and Reports

Section 1. All official books, papers, documents and other similar property of the Diocese, shall be kept safely; shall at all times be available for use or inspection of the Ecclesiastical Authority and of the Convention and of such persons as either may designate; and shall be delivered promptly to the successor of the person who, while an officer or agent of the Diocese, has had them in custody.

Section 2. A complete and accurate record of the titles of all real estate held by the Trustees of The Episcopal Church in the Diocese of Eau Claire, together with a similar record of all insurance policies, shall be kept by some competent person designated by the Trustees of the Diocese.

Of Regulations Respecting the Laity and Clergy

Canon 45: Of Repelled Communicants

When a Communicant who has been repelled from Communion appeals to the Bishop and is not thereupon restored by, the Bishop may, and if the appellant demands it shall, refer the matter to the Ecclesiastical Court of the Diocese for adjudication as provided in these Canons.

Canon 46: Of the Dissolution of the Pastoral Relation

Section 1. Except upon mandatory resignation by reason of age, a Priest in charge of a Congregation may not resign that position without the consent of its Vestry, or by giving proper notice of resignation in writing at least thirty days prior to said resignation, with the written consent of the Bishop, nor may any Priest canonically or lawfully elected and in charge of a Congregation be removed therefrom by the Vestry against the will of the Priest, except as hereinafter provided.

Section 2. If for any urgent reason a Priest or Vestry desires dissolution of the pastoral relation and the parties cannot agree, either party may give notice in writing to the Ecclesiastical Authority of the Diocese. Whenever the Standing Committee is the Ecclesiastical Authority of the Diocese, it shall request the Bishop of another Diocese to perform the duties of the Bishop under this Canon.

Section 3. Within sixty days of receipt of the written notice the Bishop, as chief pastor of the Diocese, shall mediate the differences between Priest and Vestry in every informal way which the Bishop deems proper and may appoint a committee of at least one Presbyter and one Lay Person, none of whom may be members of the Congregation involved, to make a report to the Bishop.

Section 4. If the differences between the parties are not resolved after completion of the mediation, the Bishop shall proceed as follows:

- a) The Bishop shall give notice to the Priest and Vestry that a godly judgment will be rendered in the matter after consultation with the Standing Committee and that either party has the right within ten days to request in writing an opportunity to confer with the Standing Committee before it consults with the Bishop.
- b) If a timely request is made, the President of the Standing Committee shall set a date for the conference, which shall be held within thirty days.
- c) At the conference each party shall be entitled to representation and to present its position fully.

- d) Within thirty days after the conference or after the Bishop's notice, if no conference is required, the Bishop shall confer with and receive the recommendation of the Standing Committee; thereafter the Bishop, as final arbiter and judge, shall render a godly judgment.
- e) Upon the request of either party the Bishop shall explain the reasons for the judgment. If the explanation is in writing, copies shall be delivered to both parties.
- f) If the pastoral relation is to be continued, the Bishop shall require the parties to agree on definitions of responsibility and accountability for the Priest and the Vestry.
- g) If the relation is to be dissolved:
 - a. The Bishop shall direct the Secretary of the Standing Committee to record the dissolution.
 - b. The judgment shall include such terms and conditions including financial settlement as shall seem to the Bishop just and compassionate.

Section 5. In either event the Bishop shall offer appropriate supportive services to the Priest and the Congregation.

Section 6. In the event of the failure or refusal of either party to comply with the terms of the judgment, the Bishop may impose such penalties as may be set forth in the Constitution and Canons of the Diocese and in default of any provisions for such penalties therein, the Bishop may act as follows:

- a) In the case of a Priest, suspend the Priest from the exercise of priestly office until the Priest shall comply with the judgment;
- b) In the case of a Vestry, invoke any available sanctions including recommending to the Convention of the Diocese that the Congregation be placed under the direct supervision of the Bishop until it has complied with the judgment.

Section 7. For cause, the Bishop may extend the time periods specified in this Canon, provided that all be done to expedite these proceedings. All parties shall be notified in writing of the length of any extension.

Section 8.

- a) Statements made during the course of proceedings under this Canon are not discoverable nor admissible in any proceedings under Canon 52 provided that this does not require the exclusion of evidence in any proceeding under the Canons which is otherwise discoverable and admissible.
- b) In the course of proceedings under this Canon, if a charge is made by the Vestry against the Priest that could give rise to a disciplinary proceeding under Canon 52, all proceedings under this Canon shall be suspended until the charge has been resolved or withdrawn.

Section 9. If any member of the Clergy not under presentment shall declare, in writing, to the Ecclesiastical Authority of the Diocese, a renunciation of the Ministry of this Church, and a desire to be removed therefrom, it shall be the duty of the Ecclesiastical Authority to record the declaration and request so made. The Bishop, being satisfied that the person so declaring is not amenable for any canonical offense, and that the renunciation of the Ministry is not occasioned by foregoing misconduct or irregularity, but is voluntary and for causes, assigned or known, which do not affect that Member of the Clergy's moral character, shall lay the matter before the clerical members of the Standing Committee, and with their advice and consent the

Bishop may pronounce that such renunciation is accepted, and that the Member of the Clergy is released from the obligations of the Ministry and is deprived of the right to exercise the gifts and spiritual authority as a Minister of God's Word and Sacraments conferred in Ordination. The Bishop shall also declare in pronouncing and recording such action that it was for causes which do not affect the person's moral character, and shall, if desired, give a certificate to this effect to the person so removed from the Ministry. In all other cases of renunciation of the Ministry, where there may be a question of foregoing misconduct or irregularity, the Bishop shall not pronounce sentence of deposition save as provided by National Canon.

Canon 47: Of Complaints Against Members of the Clergy or Laity

Section 1. When the Bishop has information that there are in circulation derogatory reports, statements, or allegations affecting the personal or official character or conduct of any priest or deacon of this Church canonically resident in this Diocese, the Bishop shall forthwith inquire into such case and dispose of the same privately, if possible (and where appropriate,) or put the same in proper process of formal adjudication as provided by Canon 52, or as provided by diocesan policy.

Section 2. All Members of the Clergy of this Church, having subscribed to the Declaration required by Article VIII of the National Constitution, shall be under the obligation to abstain from sexual relations outside of Holy Matrimony.

Section 3. Whenever a priest or deacon canonically resident in this Diocese or a Vestry reports to the Bishop an offense, within the terms of the National Canon entitled "Of Regulations Respecting the Laity", committed by a member of the laity of this Diocese, the Bishop shall proceed in a manner similar to that provided in the first Section of this Canon so far as the same can be made to apply.

Canon 48: Of Ecclesiastical Discipline

Section 1. Title IV of General Canons

Those provisions of Title IV of the General Canons enacted by the 2009 General Convention having an initial effective date of July 1, 2011, which are applicable to the Diocese are hereby incorporated as of July 1, 2011, as part of this Canon. To the extent, if any, that any of the provisions of this Canon are in conflict or inconsistent with the provisions of Title IV, the provisions of Title IV shall govern.

Section 2. Of Disciplinary Structure

(1) Disciplinary Board

A Board is created which shall consist of not less than seven persons, four of whom are members of the Clergy and three of whom are Laity.

(2) Clergy Members

The Clergy members of the Board must be canonically and geographically resident within the Diocese.

(3) Lay Members

The lay members of the Board shall be Adult Communicants in Good Standing, and geographically resident in the Diocese.

(4) Election

The members of the Board shall be elected by the Convention. Each member shall be elected for a three (3)-year term. The term of the member shall commence on the first day of the year following election. The terms of the office of the Board shall be staggered and arranged into three classes.

(5) Vacancies

(A) Upon the determination that a vacancy exists, the President of the Board shall notify the Bishop of the vacancy and request appointment of a replacement member of the same order as the member to be replaced.

(B) The Bishop shall appoint a replacement Board member in consultation with the Standing Committee.

(C) Persons appointed to fill vacancies on the Board shall meet the same eligibility requirements as apply to elected Board members.

(D) With respect to a vacancy created for any reason other than pursuant to a challenge as provided below, the term of any person selected as a replacement Board member shall be until the next annual Convention. With respect to a vacancy resulting from a challenge, the replacement Board member shall serve only for the proceedings for which the elected Board member is not serving as a result of the challenge.

(6) Preserving Impartiality

In any proceeding under this Canon, if any member of a Conference Panel or Hearing Panel of the Board shall become aware of a personal conflict of interest or undue bias, that member shall immediately notify the President of the Board and request a replacement member of the Panel. Respondent's Counsel and the Church Attorney shall have the right to challenge any member of a Panel for conflict of interest or undue bias by motion to the Panel for disqualification of the challenged member. The members of the Panel not the subjects of the challenge shall promptly consider the motion and determine whether the challenged Panel member shall be disqualified from participating in that proceeding.

(7) President

Within sixty (60) days following the annual Convention, the Board shall elect a President to serve for the following calendar year. Such election may be conducted by telephone, by electronic polling, by written ballot distributed to members, or at a meeting of the Board.

(8) Intake Officer

The Intake Officer shall be appointed from time to time by the Bishop. The Bishop may appoint one or more Intake Officers according to the needs of the Diocese. The Bishop shall publish the name(s) and contact information of the Intake Officer(s) throughout the Diocese.

(9) Investigator

The Bishop shall appoint an Investigator in consultation with the President of the Board. The Investigator may, but need not, be a Member of the Church.

(10) Church Attorney

Within sixty (60) days following each annual Convention, the Bishop in consultation with the Standing Committee shall appoint an attorney to serve as Church Attorney to serve for the following calendar year. The person so selected must be a Member of the Church and a duly licensed attorney, but need not reside within the Diocese. The Church Attorney may be removed with or without cause by the Bishop in consultation with the Standing Committee.

(11) Pastoral Response Coordinator

The Bishop may appoint a Pastoral Response Coordinator, to serve at the will of the Bishop in coordinating the delivery of appropriate pastoral responses provided for in Title IV.8 of the General Canons and this Canon. The Pastoral Response Coordinator may be the Intake Officer, but shall not be a person serving in any other appointed or elected capacity under this Canon.

(12) Advisors

In each proceeding under this Canon, the Bishop shall appoint an Advisor for the Complainant and an Advisor for the Respondent. Persons serving as Advisors shall hold no other appointed or elected positions provided for under this Canon, and shall not include chancellors or vice chancellors of this Diocese or any person likely to be called as a witness in the proceeding.

(13) Clerk

The Board shall appoint a Board Clerk to assist the Board with records management and administrative support. The Clerk may be a member of the Board.

Canon 49: Of Renunciation of the Ministry by Members of the Clergy Amenable for an Offense

If any Priest or Deacon (a) Amenable for Presentment for an Offense of Crime, of Immorality or of Conduct Unbecoming a Member of the Clergy or (b) not under Presentment therefore but Amenable for or subject to a Presentment for any other Offense, shall declare in writing to the Ecclesiastical Authority of the Diocese in which that person is canonically resident a Renunciation of the Ministry of this Church and a desire to be removed therefrom, the Ecclesiastical Authority if it be a bishop, or if the Ecclesiastical Authority not be a bishop, a bishop acting for the Ecclesiastical Authority, may not accept the renunciation and shall not pronounce Sentence of Deposition save with the consent of a majority of all the members of the Standing Committee, the Bishop or the bishop acting for the Ecclesiastical Authority may proceed to impose a Sentence of Deposition in accordance with Canon IV.12.4.

Canon 50: Of Policies and Procedures Concerning Allegations and Incidents of Sexual Misconduct

The document entitled "Policies and Procedures Concerning Allegations and Incidents of Sexual Misconduct", including all Sections and Appendices, as initially adopted by the Executive Council on

January 28, 1995, is hereby adopted. The said policies and procedures are incorporated herein by reference, the same as if set forth herein in full, and shall constitute the official regulations of the Diocese of Eau Claire as to such matters. The Executive Council shall have authority to modify said policies and procedures by majority vote.

Canon 51: Of Alterations and Amendments

Section 1. Proposed alterations or amendments to or creation of an Article of the Constitution or a Canon must be referred to the Committee on Constitution and Canons in writing at least sixty days prior to the Convention at which such alteration, amendment or creation is to be considered, and no such alteration, amendment or creation shall be adopted except by majority vote of the Convention,

Section 3. The Committee on Constitution and Canons is hereby authorized to edit the Constitution and Canons of the Diocese as adopted, changed and amended from time to time; such editing to include renumbering, rearranging, retitling and any other non-substantive changes as deemed desirable by said Committee.

Section 4. All action affecting the Canons shall be effective upon its passage, unless otherwise provided by the Convention at the time of such passage.

Section 5. All previous Canons of this Diocese are hereby repealed.