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This report was compiled by Kent D. Shifferd at the request of the Task Force.
Please address questions or comments to:

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- We could be offering a huge gift to our national church by finding a streamlined process to find and hire a new Bishop.
- Con-We could start losing priests if they don't have a Bishop to lead them.
- Questions we should ask ourselves or make decisions about at the Convention in November.
 - What exactly do we want our Bishop to do?
 - How many priests do we need?
 - How many parishes should each priest supply?
 - How many parishes should we have in our Diocese? One every 10 miles, 20 miles, etc?
- The overall sense was the lack of financial resources will drive our decision making. However all were in agreement that some type of Bishop's presence is badly needed.
- Also there was a consensus that we should be moving in that direction as quickly as possible.
- Will it happen that they would revert to these boundaries?
- (J. Glasser): National church chancellor said this would happen. A PRO would be "it's the simplest plan".
- Is junctioning a new canon?
- (Dean Kirby): NO: Duluth and MN have come together. To junction under the constitution and the canons would be difficult—they don't agree.
- As we think about the future of this Diocese we need to think about how we got here. We imploded because of lack of money. If we don't deal with this now, we'll be in the same situation. The point is that we shouldn't make this mistake a second time.
- Over 50% of diocesan apportionments are over due. Most of the parishes of this diocese are struggling financially. We need to operate within our financial means.
- What was the membership of the Diocese when it was first formed and what is it now?
- Originally, one diocese in Wisconsin. Lumber and railroad barons wanted their own diocese. We can no longer write those checks to support this.
- Diocese has 12 functioning priests—when we discuss Episcopal Oversight, what is the real membership? What do we need in a Bishop? Do we just pick up a bishop and keep deteriorating? Discuss the state of the church and look long term.
- Everybody here appreciated the work of the Episcopal Oversight Task Force.
- The meeting at St. Andrews in Ashland dismissed Option VI as being completely undesirable.

of Eau Claire dissolve, (Standing Committee, Diocesan Council, etc. resign) the Presiding Bishop would reorganize the diocese and the diocese would have to petition General convention to be part of the Episcopal Church.

It is possible that Fond du Lac and Milwaukee would revert to their 1927 boundaries. There will be no negotiations between our congregations and the two dioceses. Our congregations with all assets (buildings, other property, investments, endowments, current funds, etc.) would be absorbed into those dioceses. To Fond du Lac would go Ashland, Bayfield, Park Falls, Lugerville, and Owen. To Milwaukee would go all the rest.

Discerned by the Task Force

None

Comments and Questions from the Meetings

- This has been done in the past.
- All endowments and grants could be in jeopardy, depending on how they are written.
- All properties could revert back to where they were in 1928.
- The Presiding Bishop (though limited by the Canons) could make whatever changes she feels would be best. She could re-organize us, with a Provisional Bishop, or set us up with one of the other five options.
- It was voiced by several that if we don't care about our Diocese, then we should go ahead and dissolve.
- If we were to decide to do this, we would contact the Presiding Bishop and let her know that this is our decision and she would give us some provisional leadership during the process.
- Question on how many congregations are needed to have a diocese. Answer is 6.
- Question on who decides if a group can become a diocese. Answer – General Convention.

Other More General Comments

- General Discussion: We must have pastoral support for our diocese and our priests, if we are to function as true Episcopalians.
- How can we know what the costs are that we are looking at for the different options? Basically, unknown, other than information from any recent similar circumstances.
- How we handle this situation and our final decisions could affect our ability to attract new priests.
- Our decision could affect the survival of our smaller parishes.

- What is the Jesse Ball Dupont endowment?
- (Answer) Dupont family – Befriended a bishop of the Episcopal church. Gave portions of her estate to certain Episcopal dioceses. An example—Sparta and their Hispanic ministry. \$196,000 over 3 years. We've spent all but \$20,000 this year. With junctioning, at risk might be about \$75,000. We will know January 2010, if the foundation will be renewing this grant.
- We have “favored nation” status with them—could be put in jeopardy with junctioning.
- If we look in other areas beside churches, the schools have gone through co-oping. It has worked in WI—some states haven't adopted it. Very complicated process.
- If we know that Fond du Lac is open to join with us, a PRO would be that a lot of search process costs would be cut.
- If we did junction, we would share the cost.
- Here is something else that has not been done. Looking at geographical proximity, but could consider IL or FL or other places for junctioning.
- #8 should go under all options as well.
- Apparently we are established on the path to junctioning with the Diocese of Fond du Lac, but other possibilities were mentioned, e.g. Northern Michigan (especially in light of their aborted election) and carving out the northern tier of Minnesota. This last idea was cited as not too far out based on Superior's experience with a supply priest from Duluth. It was suggested that a resolution be brought before convention to open conversations with other dioceses regarding the possibility of junctioning. It was observed that most of the “cons” associated with junctioning were really merely things that would need ironing out during the process. It was clear that the fiscal considerations, while obviously important, shared prominence with the need to have a bishop who is our own, not just a figure who officiates at confirmations and ordinations, “flying” in and out as needed. The recent experience of St. Andrew's was cited as an example of this.
- The question of what would happen to endowments and grants came up for this option and option 6.
- Question about whether Bishop Jacobus would be around for the next 3 years (until the next General Convention) if junctioning is pursued.
- Noted that the last junctioning that occurred was in the late 30's in Minnesota.
- Question on whether only Fond du Lac is being considered for junctioning.

Option VI, Dissolve the Diocese of Eau Claire. Should the Diocese

6. Location of office and bishop's residence uncertain.
7. Bishop's pay package depends on agreements, settling on assessments, national church assessment, administration support personnel and supplies costs.
8. All costs are subject to change and hidden costs will arise as the process develops.
9. Jessie Ball DuPont grants could be in jeopardy.
10. Endowment provisions would be in question.

Comments and Questions from the Meetings

- Q-What is Jesse Ball DuPont grant? (Was then described by Jeanne.) Creation of a new diocese could put this grant, if currently in existence, into jeopardy.
- Q-What would the \$50,000 cover? A-Cost of many meetings, etc.
- Q-Have any WI diocese junctioned yet? A-No, but back in the 1930's the Duluth Diocese junctioned with the Diocese of Minnesota.
- At least one person felt that Option 5 read very negatively.
- Much discussion about where we would stand as a Diocese or non-Diocese during these changes. They were informed that we would remain the Diocese of Eau Claire until all things were agreed upon.
- There are other dioceses with large geographic areas, so it is workable.
- Junctioning with Fond du Lac could result in Eau Claire getting less than its fair share of a Bishop's attention.

PROS:

- Any evidence that this would produce a bigger and stronger Diocese?
- (C.R. Hackworthy): Can't express that opinion at this time.
- Don't see us doing the church planting.
- Should we rework the pro as a con?
- Theoretically, we could.
- Would we ever get one bishop to serve that big a diocese?
- Diocese of Fond du Lac is not in any better shape than we are. Really question if we can merge these two dioceses and come out stronger. Concerned that this may have a life of its own, and that serious reservations will be overlooked.

CONS:

- In #10 we have some endowment funds that are specifically for this building.
- Not an issue if parish stays in the Diocese.
- Is there an ad hoc committee working on this junctioning?
- (J. Glasser): No official body at the Diocesan level working on this.
- This will make people angry if there is a committee.
- #5,6,& 7 are not unique—could also be put on the other options.

- Question asked if Bishop Jacobus is this. Answer no, he falls under part B.

B. Secure a bishop or bishops for specific liturgical events

Discerned by the Task Force

PROS 1. Major cost savings.

2. Sacramental acts and functions placed on calendars for planning purposes.

CONS 1. Minimal episcopal presence and judgments.

Comments and Questions from the Meetings

- Would not be the will of the Diocese (convention) as a whole.
- Lack of continuity, some things may “fall through the cracks.”
- May not be able to fill the need for a “pastor for the pastors” in oversight and providing spiritual guidance.
- Further discussion on need for a bishop (Chippewa Falls)
- Standing committee is the ecclesiastical authority in the absence of a bishop but this is only meant to be short term, temporary situation. But authority is limited by canon law. Recently, the Standing Committee has suggested things to Bishop Jacobus and he approves those things that need a bishop’s approval.
- Some felt a financial statement of the diocese is needed.
- Some discussion on our mission of proclaiming the gospel of Jesus and how we need to make decisions in that light.
- Some feel the diocese does not have a vision.
- A priest brought up the point that if the 15% assessment isn’t paid for 3 years in a row, no voice or no vote at convention is/should be the consequences.
- Basic survival of our diocese is at stake.
- One person isn’t sure how a bishop helps a local church do ministry.

Option V, Junctioning with another Diocese

Discerned by the Task Force

PROS: 1 Bigger and stronger diocese

2. Church planting opportunities
3. Full-time bishop.
4. Not allow diocese to drift into congregationalism.

CONS: 1. Loss of identity.

2. Unsure as how much of each diocese will be surrendered.
3. Junctioning is not a quick fix, i.e., need to learn about each other, understanding what merging means to worship, finances, congregational life, and ministry.
4. Initial outlay of dollars (\$50,000) with no guarantee of success.
5. Bishop can’t be everywhere when needed due to distance and weather.

- We have been in that position before when Bp. Wantland was part time Bishop of Navajo Land.

Option IV, Secure a Part-time or Full-time time Assisting Bishop.

A. Contract for an Existing Bishop. The contract designed by the Standing Committee would specify the duties of the Assisting Bishop and his/her limits of authority **Canon 13, section 2.** any bishop may, on the invitation of the Convention or of the Standing committee visit and exercise Episcopal offices in that diocese. This invitation may include a letter of agreement, shall be for a stated period, and may be revoked at any time.

Discerned by the Task Force

- 1. Possible full-time episcopal presence.
 - 2. Avoids major search and elections costs.
 - 3. Cooperation between standing committee and assisting bishop.
 - 4. May be savings on benefits and operating costs.
- CONS
- 1. Similar operating costs as a full or part-time bishop [salary, office, etc.]
 - 2. Bishop not always present.
 - 3. Contract could be dissolved by either party at any time

Comments and Questions from the Meetings

- Q-does this have to be an existing Bishop? A-Yes.
- Under the Cons: some felt Bishop would not be always present. (could also be a Pro)
- Contract dissolved by either party (could also be a Pro).
- Would not be the will of the Diocese (convention) as a whole.
- Question to the legality of having an assisting Bishop without the See being filled.
- Drawback is that there is no election. Need larger group input.
- Is it really a “con” that the contract could be dissolved?
- Isn’t this the arrangement we have with Bishop Jacobus?
- (C.R. Hackworthy): No, that’s the next option.
- Put it in bold letters that there is minimal pastoral care. Isn’t this like bi-vocational?
- Is there a limitation to how long you can do it?
- (Dean Kirby): No limitation.
- No contract so the person could just say they don’t want to do that anymore.
- Cost of electing a bishop—this wouldn’t occur here. Just have the Executive council do it with an existing bishop.
- Is there a national assessment for our diocese?
- (B. Weather): Diocese pays apportionment of \$30,000/year. 21% rate. We are not paying it now.

Option III, Secure a Part-time or Full-Time Provisional Bishop who would be selected by the Standing Committee (that is, no election) and who would be a contract employee. The Executive Council would retain funding authority within the budget.

A. Contract for an Assisting Bishop The contract designed by the Standing Committee would specify the duties of the Assisting Bishop and his/her limits of authority **Canon 13, section 2.** any bishop may , on the invitation of the Convention or of the Standing committee, visit and exercise Episcopal offices in that diocese. This invitation may include a letter of agreement, shall be for a stated period, and may be revoked at any time.

Discerned By the Task Force

Pros and Cons: None

Comments and Questions from the Meetings

- Had a retired bishop that was on their staff –very helpful. However, he was called back by the presiding bishop.

B. Secure a bishop or bishops for specific liturgical events

who would have no ongoing relationship with the diocese other than presiding over special events such as confirmations or ordinations.

Canon 13, section 2. Any bishop may, on the invitation of the Convention or of the Standing committee visit and exercise Episcopal offices in that diocese. This invitation may include a letter of agreement, shall be for a stated period, and may be revoked at any time.

Discerned by the Task Force

PROS: 1 Least costly option

CONS: 1. Lack of available episcopal presence

Comments and Questions from the Meetings

- Little discussion except length of tenure of a provisional bishop. What would it be? (Chippewa Falls Meeting)

C. Secure a provisional bishop. Canon 13: Section 1 A diocese without a Bishop may, by an act of its Convention and in consultation with the Presiding Bishop, be place under the provisional charge and authority of a Bishop of another diocese or of a resigned Bishop, who shall by that act be authorized to exercise all the duties and offices of the bishop of the diocese until a Bishop is elected and ordained or until the act of the convention is revoked.

Discerned by the Task Force

PRO Episcopal presence guaranteed

Comments and Questions from the Meetings

secular sector. He/she may also be self-supporting. Election would be by a Convention of the diocese. He/she would have all the rights and responsibilities of a full time bishop as well as his or her other duties outside the Episcopal office.

Discerned by the Task Force

PROS: 1. Considerable savings over option 1

CONS: 1. There are no official guidelines for a bi-vocational bishop.
 2. National church has still made no determination about bi-vocational bishops.
 3. Bishop might be absent when needed
 4. Election costs as with a full-time bishop

Comments and Questions from the Meetings

- Clarification that this would never be a full time position and would go only to someone who is already qualified.
- Bishop would be required to be very flexible in his/her job availability.
- Concern of work time available to two jobs if Bishop was also a parish rector
- Potential conflict of interest if Bishop was also a parish rector
- **PROS:** Maintain Diocese of Eau Claire
- Provide Episcopal leadership for the clergy
- Could National church come in and prohibit this?
- Is there a provision for another Diocese to have a bishop and we have an assistant bishop?
- We don't know.
- We aren't the only diocese that will have to go through this.
- How can they be both priest and part-time bishop and still fulfill all duties?
- (C.R. Hackworthy): Something will have to bend.
- a bi-vocational bishop would retain our identity as a diocese (very important to some) and have our own bishop (important to clergy especially)
- Several people questioned wisdom of a bishop having a secular job in addition to his/her Episcopal job.
- Question asked and discussed on if we even need a bishop. Points for needing a bishop included: Clergy need a pastor. Bishop provides continuity of faith. No bishop – no church. Need episcopal oversight and leadership. Need bishop for things only a bishop does. Need bishop for Christian formation leadership.
- Examples of part-time bishops in dioceses of S. Virginia, Pittsburg, E. Oregon, San Joquin, and Fort Worth.
- The Presiding Bishop suggested option 2 and it is being done now [see above].
- Question: – no answer yet – Is there a list of bishops for this option?
- Question: How is this bishop selected / appointed?

who has grace and healing. We are in a unique situation—this crisis can also be an opportunity.

- Can Scott give us a quick review of how we got to these options?
- (Fr. Kirby) Diocesan convention made a task force to look at the options. Each group gathers information on the options. Called other Dioceses and National church. Spent time talking to North Dakota and Louisiana. Also asked Bishop Beers, Bishop Matthews, Bishop Jacobus and D. Seeger. We reviewed what we had gathered—suggested a 6th option like the ACNA. A Provisional Bishop—so those dioceses that have pulled away have support until they can stand on their own.
- (Dean Kirby): Diocese of Eau Claire has never faced this before – we will be the model for other dioceses. Diocese of Western Kansas will be in same position. Talked to Dr. Eric Law in CA to review our process. He's outside of the church—to help work through problems. We are setting model standards for others—that's why it's so open-ended. We have only 21 congregations—other Dioceses are bigger.
- The Committee has done very good work, but we need to work hard together. Has to be a spiritual discernment—not just meetings. God will not leave us alone. I believe that God has already chosen a person. We just had 3 young families wanting to join Episcopal church. Hopefully, we will find our destination in God's timing.
- Does an option have to be chosen first before we work on this?
- (C.R. Hackworthy answered): Yes—one option will come forward to convention.
- We will probably end up with an option that is not on this paper, because they are all hybrids. May end up with combination of options. We may do better to eliminate options.
- We know we can't afford Option 1.
- Save some of these conversations for when you're with your own parish. We are not to make decisions today.
- How many priests are there? (Answer: Approximately 12 functioning priests in Diocese.) (Follow-up) Could you pay extra to priests to cover bishop duties?
- (Dean Kirby answered): Priest cannot perform certain canonical duties.
- We are in communion with Lutheran bishop—can we ask them?
- (Dean Kirby answered): No—that was voted down at General Convention.
- Lack of funding is a problem for any of Option 1.

Option II, Elect a Part-time, Bi/vocational Bishop, that is, a bishop who would serve the diocese part-time and would serve part time in another setting, for example, as rector of a parish, head of an agency, another diocese, or in the

- There is no canon for this? This process would continue at convention.
- Part-time bishop just hired in Oregon. They negotiated a contract for Bishop Rivera, who is now a priest & part-time bishop.
- Was there a national search?
- No—couldn't afford it.
- MN has never been able to handle all the work with 1 bishop. Part-time sounds good, in addition to full-time bishop.
- Con: There are election expenses, and housing expenses.
- North Dakota: Part-time bishop comes up from Louisiana (1 week per month; you have both travel and housing expenses).
- The meeting at St. Andrews in Ashland quickly dismissed Option I as fiscally impossible.
- Cost of election of a bishop questioned. Mr. Allen, diocesan treasurer said last search cost \$125,000.

1C The Bishop could be full-time but, then if impossible to fund, part-time: or this could be in reverse order.
Discerned by the Task Force NONE

Comments and Questions at the Meetings

- Clarification that this could be full-time, then part-time or the reverse.
- PRO Same as above
- CON Same as above
- What is the mechanism to start this?
- It's premature—happens after convention.
- Timing is all wrong. MN bishop will need at least a year to get their feet on the ground.
- There was a meeting to join with another Diocese to be brought before convention, but now that is unnecessary.
- Under the misunderstanding that it had to be ready for this convention. Constitution trumps the canons. We have our own timeline.
- Under the assumption that even to talk Diocese to Diocese, we had to have convention approval.
- Is there a limitation for how long we can exist without a bishop? (Father Kirby answered that there is no limit.)
- Do we have any examples of these other Dioceses? Isn't there a record of how they did this? Uncomfortable with not having a process. How can we make an informed decision?
- We have resources of under \$200,000. Only 3 parishes are self-supporting—the rest are missions. There is no other Diocese like us. A Bishop is not just for confirmation. The purpose is for spiritual oversight for priests. Priests need a shepherd for themselves. There are many things that a bishop provides. Ask the Holy Spirit to bring that spiritual person to lead us—someone

2. Cost—requires a major annual commitment of funds, approximately \$200,000.00
3. Cost for staffing, office, etc. is still considerable.

Comments and Questions from the Meetings

- Not interested in “operating as in the past”.
- We cannot financially operate as we did in the past.
- It is very important to carry on the traditions of this Diocese
- The cost to staff office now is \$150,000 -\$175,000; can we afford to fund it?
- We have a balanced budget this year.
- Do we really need a national search for \$125,000?
- Last bishop search was around \$100,000. Consecration service is a big part of the expense.
- To operate as we have in the past, it doesn’t seem like we can continue in this way. Not an option. Don’t wait until convention to answer this.
- Get this information out.
- Task force has been getting this information out.
- Technically, this is an option, to elect a bishop, so we have to include it.
- Noted that diocese has decreased assessments from 22% to 15%. Only 3 congregations have full time clergy. Some congregations have trouble paying current assessments. Not seen as viable option.

1B The Bishop would be part-time.

Discerned by the Task Force

Pros 1. Provides part-time Episcopal leadership.
2. Cost savings in compensation package

Cons 1. Cost—still requires a full scale national search, Approximately \$125,000.00
2. Cost—requires a major annual commitment of funds, approximately \$200,000.00
3. Cost for staffing, office, etc. is still considerable

Comments and Questions from the Meetings

- Clarification that this could go from part-time to a full-time position or vice versa
- Concerned how the part-time model would work from stand-point of hours
- Part-time would narrow the field of potential candidates for Bishop.
- What does part-time mean?
- If we took this option, would office expenses increase?
- With part-time bishop, probably have a part-time office.

A COMPILATION OF THE COMMENTS AT THE DISCERNMENT PROCESS PARISH MEETINGS, LISTED BY OPTION & MEETING

Notes: 1. Parishioners' comments have been copied or paraphrased from the recorders' reports.

2. Responses are color coded according to the regional meeting:

Rice Lake, **blue**

New Richmond, **red**

La Crosse, **green**

Ashland, **brown**

Chippewa Falls, **violet**

Meeting Events, Leaders and Recorders

Rice Lake, Aug. 2nd, Paul Mueller (leader), Charlene Huwe (recorder), parishes: Hayward, Park Falls, Springbrook, Lugerville, Rice Lake

Ashland, Aug. 2nd, Marlene Hogue (leader), Robert Tucker (recorder), parishes: Ashland, Bayfield, Superior

Chippewa Falls, August 9th, Marylene Hogue (leader), Deacon Claudia Hogan (recorder), parishes: Chippewa Falls, Eau Claire, Menomonie, Owen, St. Simions and Conrath

La Crosse, August 9th, C.R. Hackworthy (leader), Cynthia Hackworthy (recorder), parishes: La Crosse, Tomah, Mauston, Sparta

New Richmond, Aug. 25th, Diane Dawson (leader), Pete Dawson (recorder), parishes: Hudson, Clear Lake, New Richmond

Comments and Questions by Option & Regional Meeting

Option I, Elect A Diocesan Bishop.

1 A The Bishop would be full-time. We would continue to operate as we have in the past.

Discerned by the Task Force

PROS: 1. Provides full time Episcopal oversight and leadership.

CONS: 1. Cost—requires a full scale national search, approximately \$125,000.00 cost