



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Jul 9, 2021)

Christ Episcopal Church, Eau Claire

111 9th St N, PO Box 2908, La Crosse, WI 54602-2908, United States

Contact:

Rector / Vicar / Priest-in-Charge

search@ceclax.org

Weekly Average Sunday
Attendance (ASA)

93 Pre-COVID
68 Post-COVID

Number of Weekend
Worship Services

2

Number of Weekday
Worship Services

3

Number of Other per Month
Worship Services

2

Current Annual
Compensation

Cash Stipend
\$50004

Housing / Rectory Detail
\$22924

Utilities
\$2084

SECA reimbursement
\$5736

Compensation Available for
New Position
\$80748

Housing Available for

Pension Plan

**We're in compliance with
CPF requirements.**

Compensation is the Sum of Stipend + Housing + Utilities + SECA

Healthcare Options
Full family

Dental
Yes

Housing Equity Allowance in
budget

Annual Equity Amount

Vacation Weeks
**One month, including 5
Sundays (standard)**

Vacation Weeks Details

Continuing Education Weeks
2 (standard)

Continuing Education Weeks
Details

Continuing Education
Funding in budget
\$1001-\$2000/year

Sabbatical Provision
Yes

Travel/Auto Account
Yes

Other Professional Account
Yes

House Down Payment Help, Accountable Plan, \$1800 Cell/Home Internet Allwnc, \$1200 Clothing Allwnc

Sabbatical Policy. Two weeks accrued annually to a maximum of 13 weeks. Sabbatical must be taken in increments of not less than six consecutive weeks. It may be scheduled consecutively with Annual Vacation and Continuing Education. The Vestry requests the Rector give six months' notice prior to taking Sabbatical. Sabbatical is exclusive of annual vacation.

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

The Covid-19 pandemic was the perfect catalyst to install our Little Free Pantry. Our Confirmation class chose this project to provide a tangible solution to serve our neighbors. As a downtown church our neighbors include numerous college students, many retirees and professionals, small business/tavern patrons and economically challenged and homeless individuals. The pantry motto is "Take what you need and leave what you can." Parents and students built the pantry, painted it to match our historic church, and chose the perfect ADA accessible location to be used 24/7. The teens use monetary and food donations from parish members to stock and monitor: food, personal hygiene items, Day by Day booklets, plus hats/gloves/handwarmers during winter. Parish members walk by daily to add items as needed. It's not unusual to see it mostly depleted at one time of day and then restocked soon afterwards. One Vestry member (Julie Markos) met a local while they were both stocking it, and used that opportunity to invite the woman to our bridge group. The pantry is a great way for us to serve others by providing for basic human needs. 'Little Free Pantry' comes to Washburn community (weau.com)

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

Throughout its nearly two century history, Christ Episcopal has thrived by serving our community through a variety of ministries and outreach. We embrace inclusion and we are ready for our next rector to lead us through the discernment process to explore same sex marriage. We have surveyed our members and held listening sessions to identify goals for growth, outreach, and sustainability. For many years we focused on international outreach, now we are focusing on local community ministry and outreach. Covid-19 was a catalyst to embrace new technology (which we are still working out) including recording Sunday services, midweek reflections, Evening Prayer, and now live streaming services for those unable to attend. We have a strong presence on Facebook and an active webpage to provide those seeking a church home information about us, our ministries, and services. We believe that love, acceptance, and active outreach programs are strong foundations for attracting new parish members to grow and serve our community as an active church of the future. Children are the church's future; we nurture and support their Christian formation. We seek a leader who can strengthen our youth ministry.

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

spiritually grounded, growth minded, inspired preacher, compassionate guide

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

We practice a more High-Church style of liturgy with a Low-Church feel. We enjoy exploring new styles and forms of worship and are excited to continue that exploration. Our professional organist is exceedingly talented and experienced in a diverse range of music. Our choir members are also multi-faceted musicians. Music and art are integral parts of all of our services. Sunday at 8 AM we use Rite I, at 10:30 we use Rite II. We are traditional but not stoic. Prior to Covid-19 we began a Taizé service on Friday/ Saturday late afternoons which quickly grew to 25 participants. It included chanting, silence, prayers, and some contemporary worship music. When we hosted a Boy Choir from Haiti our congregation was practically dancing in the pews. We conduct Evening Prayer (alternate Rites) on Wednesdays via Zoom. We resumed our 7:30 Morning Prayer service twice a month (with breakfast) and our Lectio Divina Women at the Well group. Our Lectionary study group is back from Zoom to in-person. With a new Rector our goal is to add our Wed. Rite II Eucharist at 5:30 PM and Thursday 10 AM Rite I Eucharist followed by 11 AM Bible study and noon free community lunch open to all.

How do you practice incorporating others in ministry?

We have remarkable lay ministers who are always willing to step in to do whatever is needed and remain flexible, particularly as we resume in-person worship. We welcome children 5 years and older to assist at the Lord's altar. We include children, families, those with special needs, singles, and seniors in all ministries. We pray about and discern members' gifts and ask where they feel called to serve. We welcome those on the autism spectrum and those with service animals to fully participate in our services as ushers, acolytes, and greeters. We believe that neither age nor disability are barriers to service and invite all members to actively participate in ministries as they are able. We recognize that actively participating in some form of volunteering helps connect us to one another and serves as a vehicle to deepen our faith and strengthen our bonds to one another. To increase parish participation, we are featuring a ministry each week, explaining its purpose and providing individual testimonies to get others excited about serving. We believe that we are all shepherds of Christ as we seek to serve our parish and the greater community as the face of Christ in a broken world.

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

We feel Christ's presence in sacred spaces and services through worship, music, art, fellowship, and prayer. We partner with orchestras, bands, theaters, and chamber chorales sharing our amazing acoustic space to host community events. We are the embodiment of hospitality. We are closely knit together as a parish family and support each other in challenges and celebrations. We love to eat, drink, gather, laugh, and sometimes cry with each other, and we are continually looking for ways to draw closer as a parish family. Our "Family Fun Fridays" provide intergenerational fellowship gatherings. We have been called a warm and fuzzy congregation. We support each other beyond the boundaries of the physical church: by email, phone calls, personal notes, Communion, flower delivery, treats, and meals. We pray together and visit each other in homes and the great outdoors taking those opportunities to connect to Christ in nature and creation.

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

We believe we are called to be "good shepherds" to each other and our community. We have supported the Salvation Army making 200 bag lunches each week during summer to be distributed at area playgrounds and schools. We created "night night bags" (a blanket, toy and book in a decorated bag) for the children at the shelter to remind them of God's love. Each Confirmation class implements a service project empowering them as leaders and shepherds in the community. Our youth have led the "Crop Walk for Hunger" raising funds for those facing food insecurity here and internationally. We host drive through "touchless" donations to gather school supplies/ new clothes/shoes for children and personal care items for New Horizons Shelter, which serves those who are victims of abuse. During Advent we buy new clothes for children in need. We host NA and AA groups, and financially support the Warming Center, Campus Ministry, and other local non-profits. Our ministries have changed and evolved over time yet the physical, emotional and spiritual needs of our greater community remain. Reaching out to those beyond the walls of Christ Church is an area of growth we are excited to expand.

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

We are active in our Diocese and the National church. Our Jr. Warden is the VP of the Diocesan Executive Council and our parish Treasurer is also the Diocesan Treasurer. Parish members have served on Diocesan Standing Committee and Executive Council in addition to other Diocesan committees. Our Diocesan annual convention is like a family reunion; we host the hospitality suite to engage with our brothers and sisters in Christ, on missions and ministries, and community outreach. As the largest parish in the Diocese, we elect five parish members each year to actively represent us at the Annual Diocesan Convention. Members have been elected to attend the National Convention on behalf of our Diocese. We have hosted two Presiding Bishops; Katherine Jefferts-Schori 07/12/2012 and Michael Curry 06/23/2018. We actively partner with several non-profit organizations in our community and collaborate on a quarterly or more frequent basis depending on their needs. We would also like to increase our collaboration with the other Episcopal parishes in our region.

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

Parish members and clergy have joined the United Campus Ministry Board and Common Ground Building Board which serves three educational institutions (UW-La Crosse, Viterbo and Western Technical College). This partnership helps us identify and understand the needs of the campus minister and the college students in our community. 18,000 college students live on campuses within five miles of church. We welcome them for food, fellowship, and worship. During finals week and holidays, we provide hot meals, salads, and vegetarian options delivered to the Common Grounds building so students could either dine in or take out during midterms and finals. We provide treat bags with snacks, coffee, juice packs, a Scripture reading, and LED votive candle to represent the light of Christ in the world. We created an art gallery in our undercroft that celebrates visual art dedicated to the glory of God, in thanksgiving for His gift of the creative spirit. The featured artists are often college students. Gallery exhibitions are intended to enrich the community, and to provoke dialogue regarding the function of art in cultural, religious and daily life. Contact JW Tim at timleedonahue@gmail.com.

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

Our members are faithful stewards with annual pledges averaging \$2,996. We conduct annual stewardship drives, which have ranged from study, prayer and soup/salad meals to personal testimonies. We have more than 50 pledging families as well as several families who regularly give, but do not pledge. Our congregation is very generous and they joyfully participate in and financially support our community ministries. We know we are the face of Christ in our community. We know stewardship is a relationship with God; recognizing all gifts come from God, we honor God in the way we share those gifts. In the last 15 years we've invested 3 million dollars in our facilities including a remodeling project to update our entryway, restrooms, and first floor of our office/ Sunday school building to become more accessible to better serve all. We are a cherished location for musical concerts, award ceremonies, and more. We have a \$2 million-dollar endowment fund and are completely debt free. We believe our stewardship mission is vital to serving our community and growing our relationship with God.

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

Like all parishes, we have experienced conflict, sometimes due to change. We believe in open, honest discussion of conflict. Some issues require meetings with the lay and clergy leadership, other conflicts are addressed via Vestry meetings, while others require parish wide listening and discussion sessions. At one time some parish members were concerned about children's participation in church. We explored the role of children in church through candid conversations with families and parishioners directly affected, along with parish wide listening sessions led by our Rector. Through these discussions we reaffirmed our belief that children are a vital and an important part of the worship service. With all conflicts, we seek restorative resolution for all, guided by Scripture, tradition, and reason. We seek a counselor to help guide our approach to conflict in a prayerful, supportive, and faithful manner that adheres to the Canons and tenets of the Episcopal Church.

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

The Rector search process is a challenge. It has gone well when members of the search committee candidly and humbly share their views. It has gone poorly when we disagree without sincere heartfelt discussion about the tenets we disagree upon. We have learned that deep, thoughtful prayers are necessary for the Holy Spirit to guide and uphold us. The process was especially challenging when the church was closed to in person worship and we didn't have weekly discussions with our congregation about our progress. We've learned that holding in-person listening sessions with the congregation is vital to our discernment process and that we can respect and honor one another even when our views and experiences vary. We unanimously agreed we need a Rector who can guide us through the same sex marriage discernment process as a congregation. We continue to lean on our Bishop and other experienced clergy counsel to guide us in the search process.



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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
Rev Nicklas A Mezacapa	Supply	2021-03	

Name	Position Title	Date Begun	Date Ended
Rev Charles I Granger Jr	Interim	2019-08	2020-08

Name	Position Title	Date Begun	Date Ended
Rt Rev Patrick P Augustine	Rector / Vicar / Priest-in-Charge	2003-01	2019-06

The following numbers are pre-COVID. While Christ Church is blessed with dedicated volunteer teachers and leaders, we believe this ministry can be enhanced with the addition of a paid, part-time leader. Christ Church uses Godly Play, Bible Fun Factory, and Confirm not Conform. A Lectionary Study Group meets Sunday between services; a Bible Study Group meets Thur AM, preceded by HE, and followed by a Community Lunch. Morning Prayer meets twice a month followed by breakfast at a local restaurant

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
	3	10

Number of Teachers/Leaders for Teen/Young Adults School	Number of Students for Teen/Young Adults School	Number of Teachers/Leaders for Adults School	Number of Students for Adults School
2	8	3	14

Day School	Number of Students for Day School	Number of Teachers for Day School	Number of Total Staff for Day School
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Worshipping Community Web site: <https://www.ceclax.org/>

Media Links:

Online References:

> <https://www.facebook.com/ceclax/>

Languages Significantly Represented:

English

Provide Worship or Classes in:

English

References

Bishop:

Rt Rev Matthew A Gunter

mattgunter1081@gmail.com (715) 835-3331

Diocesan Transition Minister

Rev Cn Aaron Zook

administrator@dioec.net (715) 835-3331

Current Warden/Board Chair

Carla Corbin

carlacorbin25@gmail.com (608) 792-3630

Previous Warden/Board Chair

John Pederson

Search Chair

Carla Corbin

carlacorbin25@gmail.com (608) 792-3630

Parish/Institution

Tim Donahue

timleedonahue@gmail.com (608) 783-7418

Local Community Leader