



United in the Eucharist:
EMPOWERED FOR MISSION.





The programs,
services, and
ministries
supported through
the CSA are
indispensable.
Your contributions
to the CSA are
among the most
impactful donations
you can make
this year.



TOTAL CSA GOAL
\$2,350,000



Most Rev. James P. Powers
BISHOP OF SUPERIOR



My Dear Friends in Christ,

As we embark on the Diocesan-wide Recalibrating Maintenance to Mission initiative, it is truly fitting that the theme for the 2024/2025 Catholic Services Appeal (CSA) is “United in the Eucharist: Empowered for Mission.”

Our parishes are being called to transform from merely maintaining operations to actively engaging in Christ’s mission to evangelize to all people. This initiative is part of a broader strategy to revitalize our parish communities, ensuring their vibrancy and sustainability in an ever-changing world. Each of us, as baptized members of the Church, plays a vital role in this transformation, contributing in countless ways, both big and small, across our Diocese.

As you explore the following pages, you will witness how the Church embodies its people. The glory of God’s hope is rooted in our Eucharistic community—a community of priests, religious, and laity working together to fulfill Christ’s mission.

While parishes depend on the financial stewardship of generous parishioners like you through weekly offertory collections, no single parish can thrive alone. The programs, services, and ministries supported through the CSA are indispensable. Your contributions to the CSA are among the most impactful donations you can make this year. Your gifts support the education of our seminarians—your future parish priests, encourage vocations to religious and married life, help our youth deepen their relationship with God, and provide essential parish management and fundraising support.

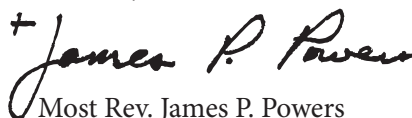
I encourage you to visit our Diocesan website at catholicdos.org to give online, learn more, and connect with our professional ministerial staff. They are ready to assist you and provide the guidance needed to make a meaningful impact in your parish community.

At this time, I ask you to prayerfully consider making your pledge of support for your parish’s CSA. Your parish’s individual fair share goal is available from your parish office.

Please make your stewardship commitment today by returning the attached pledge envelope during your parish’s designated CSA weekend. You can enhance your support by pledging and making smaller payments spread throughout the year. Autopay through electronic fund transfers can save on printing and postage, or monthly reminders can be mailed for your convenience.

May God bless you abundantly for your prayers and generosity.

Sincerely Yours in Christ,



Most Rev. James P. Powers
Bishop of Superior



The Office of Evangelization & Missionary Discipleship:

Casting a vision for a Diocesan Church on Mission

by Christopher Hurtubise, DIRECTOR



I sense that the moment
has come to commit all of
the Church's energies to a
new evangelization...
No believer in Christ,
no institution of the
Church can avoid this
supreme duty: to proclaim
Christ to all peoples.¹



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In 2021, after a year of conversation, study and prayer, with diocesan staff and senior clergy, Bishop Powers created the Office of Evangelization and Missionary Discipleship.

In a letter to parish leaders that spring, Bishop Powers said,

“I am creating this office in acknowledgment and in answer to the Church’s call for a New Evangelization. We have heard that call echoed by each of the popes dating back to Pope St. Paul VI, who said, ‘At every new phase of human history, the Church, constantly gripped by the desire to evangelize, has but one preoccupation: whom to send to proclaim the mystery of Jesus?’² Year by year, this call seems more prophetic and more urgent.”

The ambitious task set for this new office is to cast a vision and form leaders to implement the New Evangelization in every aspect of life within the diocese.

We have been deeply blessed to be able to partner with an impressive list of leaders from around the country in this work. Since 2021, the following are just some of those that have helped form us for mission:

Fr. Dave Pivonka, TOR | President of Franciscan University of Steubenville

Bishop Andrew Cozzens | Bishop of Crookston, Chair of the United States Council of Catholic Bishops Committee on Evangelization and Catechesis

Bishop Donald Hying | Bishop of the Diocese of Madison

Msgr. James Shea | President of the University of Mary

Curtis Martin | Founder of Fellowship of Catholic University Students

Fr. James Mallon | Founder of Divine Renovation Ministries

Ryan O’Hara | Catholic Speaker, Podcaster, and Mission Consultant

Bill Donaghy | Theology of the Body Institute Lecturer

Bishop Joseph Williams | Auxiliary Bishop of Saint Paul and Minneapolis

Each of them brought decades of fruitful experience and vital wisdom to help cultivate and form us. We have been truly blessed. Most of their presentations were recorded and will continue to serve us in our work for years to come.

¹ Pope Saint John Paul II, *Redemptoris Missio*, 3

² Pope Saint Paul VI, *Evangelii Nuntiandi*, 22



For many of us, it is easy to see the need for evangelization in settings like religious education, faith formation for adults, and youth ministry. However, because the mission of the Church is evangelization, Bishop Powers wants to see it permeate every aspect of Catholic life in the diocese. Thus, offices like Catholic Schools, Hispanic Ministry and Family Life are now all under this umbrella.

At present, the Office of Evangelization is comprised of four full time diocesan staff members: Director Christopher Hurtubise, Superintendent of Catholic Schools (and Chancellor) Peggy Schoenfuss, Associate Director for Youth Discipleship Jen Metzger, and Administrative Assistant JulieAnne Johnson. The office also has one part-time member: Associate Director for Marriage and Family Loree Nauertz.

Our team is working slowly but with a strong sense of urgency to carry out this important work. As Bishop Powers’ Pastoral Letter on Evangelization, *As the Father Has Sent Me*, so beautifully makes clear: our cooperation with the Lord is vital, but He is the primary agent of this mission.

“Flash in the pan solutions never last... A culture of genuine discipleship culminating in mission will take time to build.”

With that in mind, our principle task is prayer. We strive every day to entrust our diocese, the various areas we are responsible for, and our very selves to the Lordship of Jesus Christ. We know that lasting growth is slow growth, and like the mustard seed, the initial steps of transformation are often unseen, slow and even unimpressive. Nevertheless, with fidelity and perseverance, we trust the Lord is at work doing great things in our beloved Diocese!



JulieAnne Johnson, Peggy Schoenfuss, Christopher Hurtubise, Loree Nauertz, Jen Metzger
OFFICE OF EVANGELIZATION

The Office of Evangelization & Missionary Discipleship:

Catholic Schools | Chancellor | Hispanic Ministry

by Peggy Schoenfuss, SUPERINTENDENT, CHANCELLOR



Catholic Schools

Catholic Schools in the Diocese of Superior have been providing a Catholic education in northern Wisconsin for over 180 years. The office of superintendent of schools has not been around that long, but through this office, our schools have been assisted to stay on task, especially in regard to faith. A major role of the superintendent of schools is to ensure that the bishop's plan for evangelization, catechesis and passing on the faith is carried out. Over the past several years, more and more emphasis and training has been placed on evangelization and the role of the teacher in the life of passing on faith to the children and families of the school. A measure implemented to check on this is the adaptation of the national standards and benchmarks for effective Catholic schools being implemented into the accreditation process for the schools. Every benchmark and evaluative measure during accreditation is based off Catholic teaching and expectation. Even more, the superintendent of schools trains teachers in what it means to be a Catholic school teacher and how to implement the faith into all aspects of school daily life. While updating a curricular area every year, the Catholic faith is continually and more deeply integrated into the standards that teachers are expected to teach to the children. To ensure that there is always an option for Catholic values, virtues and faith in the educational opportunities in northern Wisconsin, the superintendent of schools works in collaboration with parish leaders to promote and guide our Catholic schools.



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Chancellor

The office of Chancellor for the Diocese of Superior is an official appointment by the bishop. Every diocese has a chancellors office, but duties are defined mostly by the wishes of the bishop. In general the duties of the chancellor are to maintain the documents of the Church. These documents include the archives from the inception of our diocese in 1905, as well as legal documents, bishop correspondence and official letters, and files on each of the priests, deacons and organizations

in the diocese. The sacramental records are a very important part of our Church history and membership. The role of chancellor is important to assist parishes in making sure that sacramental records are kept in accord with the requirements and standards of the Church.

There are many programs, events and initiatives throughout the Church year that require someone to guide, plan and/or establish. With our diocesan staff being of limited

number, Bishop Powers reaches out to many on staff and asks for them to lead various initiatives and programs so that our faithful can experience them. Through the role of co-directing the Catholic formation department as well as Chancellor, the Bishop has appointed me to lead many things over the years. Most recently I have co-led the Synod on Synodality process for our diocese as well as led the Eucharistic Revival initiatives and the Diocesan Recalibrating for Mission initiatives.



Hispanic Ministry

Hispanic ministry is a fairly new mission at the diocesan level. Through the experience of participating in the Latin Sisters Exchange Program over the past five

years, we have grown to begin to understand the joys and needs of our Hispanic friends across the diocese. As we welcome more and more Hispanic families into our parishes,

we strive to unite our cultures and continue to grow a more vibrant Church.

Administration:

Providing management assistance and parish support

by *Dan Blank*, DIRECTOR



Only God knows where we
are going, but we know
that we can trust that the
Holy Spirit is on our side.
Please join us in praying
and acting on the mantra
“We are not afraid -
God is with us -
We were born for this!”



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It is an honor to have served in this position for the past seven years. My daily goal is to use my God-given gifts to help Bishop Powers and the Diocese in whatever way I can. On any given day, there are both short- and long-term projects in policy, procedure, personnel, parish advising – troubleshooting, strategic planning, communications, and my favorite: being a cheerleader for the successes we are all achieving together!

When I say together, we are blessed in the “administration wing” of the Chancery with several hard workers for the Diocese, starting with Bishop Powers who is up to any and all big and small tasks! His Executive Secretary Cindy Gronski is going strong after “only” 43 years with many Chancery roles! Our Administrative Assistant Amy Little pulls it all together. And Bonnie Thom has embraced the position of Charter – Safe Environment, while maintaining her important role with Respect Life.

Almost every day, I have the privilege of seeing others in action in our Chancery departments of Worship, Stewardship – Development, Finance, Buildings and Chancellor. And how can we not be excited about our excellent satellite at the Hammes Center in Haugen and in Tony! The work in our Departments of Ecclesial Ministries, Superintendent and Evangelization and Missionary Discipleship is bearing fruit all over the Diocese in our parishes, schools, and youth ministry-adult formation activities. One of our mottos has been: “We are not afraid – God is with us – We were born for this!” Thank you, St. Joan of Arc.

I continue to learn from so many in our Diocese. Every day is a new adventure. Helping parishes and making connections with many in our parishes is something I really enjoy. I try to operate as a servant leader, meaning that I serve others and help them lead the challenges in their areas. What others get from me is usually a no-nonsense brainstorming session on an issue – usually with many clarifying questions. Often, I promise to look into it and get back to the person.

Speaking of challenges, two that I want to highlight have had a major impact in our Diocesan history. Working with Bishop and others to research, discuss, pray and decide to publish the list of abusive clergy from the history of our Diocese was... well, what words are appropriate. Bishop was determined, and succeeded, in respecting the many victims by transparency. We all join Bishop in regular prayers that he, and our Church, are partners in healing from the wrongs of the past. Thank God, our Church has never been safer for our youth and adults.



The second major challenge that Bishop is moving forward on is Evangelization and Missionary Discipleship. The partnership with Fr. Andrew Ricci, Christopher Hurtubise, and many others to lead our priests and parishes into the world of evangelization has been amazing! Keeping parishes open, with the majority of our priests being from India, has been a minor

miracle. Looking to the future, Bishop Powers stated in his Pastoral letter that maintaining what we have is not working. Bishop has boldly appointed a Planning Team, implemented regular priest vision gatherings and mission reflections, and provides resources for parish evangelization teams. Through Bishop’s deanery and Diocesan listening sessions, learning and praying together is truly

informing the review of our parish – cluster system.

Only God knows where we are going, but we know that we can trust that the Holy Spirit is on our side. Please join us in praying and acting on the mantra “We are not afraid – God is with us – We were born for this!”



Cindy Gronski, Bonita Thom, Amy Little, Dan Blank
ADMINISTRATION

The Office of Respect Life and Safe Environment

Created with dignity and purpose

by Bonita Thom, DIRECTOR



We cherish and acknowledge the worth and dignity of the unborn, children, elderly, and all people in between no matter their challenges or abilities.



TOTAL CSA GOAL
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My name is Bonita Thom and I truly enjoy serving the Diocese of Superior. While there are many departments and parishes, I think of us all as one Church, working together. I serve as the Director of Respect Life and Safe Environment offices with much help from my assistant Carol Grund. Carol assists and balances the needs of four staff. She rises to the occasion whether we need her to manage a database, create programs for an event, create and organize materials for workshops, work on the website, tracking form and registration completion, along with so many other regular office duties. Carol is a wonderful blessing to all of us.

I truly believe we are all created with dignity and purpose. Working in the Respect Life and Safe Environment office, we focus on the dignity of each life, and teaching our children their own worth and dignity. It is growing a community that respects all life from conception to natural death. We cherish and acknowledge the worth and dignity of the unborn, children, elderly, and all people in between no matter their challenges or abilities. *"The ultimate test of your greatness is the way you treat every human being,"* St. Pope John Paul II.

The Respect Life office serves as a liaison for the USCCB Pro Life Secretariat and a resource for the parishes. In October each year we celebrate Respect Life Month with the new theme from the USCCB Pro Life Secretariat. They provide many resources (action guides, articles, prayers, images for bulletins and social media outlets) to promote a culture of life in the parish and surrounding community. We also provide an opportunity for our youth in grades 5 through 12 to enter an essay contest by writing on the theme for the year. Each year we receive between 100 and 200 essays from our youth throughout the diocese.

We have been a part of a nationwide initiative called Walking with Moms In Need. This initiative helps us create local resource guides for moms as well as develop personal and/or spiritual support systems for all mothers as we minister alongside existing community resources such as local pregnancy care centers.





Recently I took on the responsibility of the Safe Environment program which includes maintaining and developing procedures and practices that support the Charter for the Protection of Children and Young People (Charter). This portion of my position requires providing data and supporting documentation to auditors on an annual basis, as well as providing guidance and support to parishes and schools while they maintain the requirements of the Charter in our Catholic schools and parishes. We are constantly working to make the Church and society a place where people’s dignity is respected.

Your generous support helps us to both be accountable to the greater Catholic Church as well as support and serve the parishes throughout the Diocese of Superior. Thank you for your charitable support of the CSA and aiding the Diocese of Superior in growing a culture of life, dignity, and respect where our children can grow and flourish.

From the time I was very young it seems I have been around people living with major challenges who inspired me and formed me both in my faith life and personal life. My grandfather, who became blind as a young adult and later in life became wheelchair bound due to polo, was a great inspiration to me growing up. I never saw his challenges as something that took away from who he was as a person, but rather added to his character. He was a peaceful and devout man who cared very much for his family. He was also a well-respected small businessman, producing and writing several songs. After he had died, I learned of the many letters he had written to national and international leaders requesting peaceful resolution to the issues of the day.

My time at the Newman Center became a big part of my college experience. Fr. Bill had formed a Covenant group several years before I attended school, and it continued several years after my time there had come to an end. He was also very much involved with Social Justice issues and each Friday evening he would open the basement of the Newman Center to shelter people who were homeless. As I became more involved with people who came to the shelter, I began to hear their stories and learn of their struggles. The people I met were people who had fallen on difficult times with loss of employment, overlooked by human service agencies, struggled with addictions, or loss of family relationships and support. Spending time with them and listening to their stories was a profound period in my life.



During my summers in college and following graduation I focused my attention on working with people who faced challenges with cognitive and/or serious and persistent mental health issues in group homes and community mental health centers. After which I took time off from my career to raise my family.

While I grew up in the Catholic Church, during my college years I learned to live my faith, both in receiving the Sacraments and in the choices I make for my life. I believe our faith life is a journey. We are always learning and growing.



The Office of Vocations:

Empowering to hear and answer God's call

by Fr. David Neuschwander, DIRECTOR



I am confident that as we continue to grow a culture of mission and evangelization, as more and more people encounter Jesus Christ in new and deeper ways - particularly our young people - that more and more young men will be empowered to hear and answer God's call to the priesthood!



TOTAL CSA GOAL
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Experiencing firsthand the joy and fulfillment of answering the Lord's call, I celebrated my 10th anniversary of ordination to the priesthood on June 1st. Additionally, at the beginning of this year, I was honored to be appointed as the Director of Vocations and Seminarians for our diocese.

Our Office of Vocations, which I now lead, is dedicated to accompanying young men along the path of discernment through ordination and promoting a culture of priestly vocations throughout our diocese.

We support one-on-one mentoring of young men open to the priesthood, "Come and See" weekend seminary visits, St. Andrew Dinners (which allow young men and their parents to meet our seminarians, priests and Bishop, hear first-hand stories of discernment, and discover what the seminary process looks like), and we ensure a priest presence at key diocesan youth events.

I actively work with young men discerning a call to the priesthood. For those men ready to take the next step, we are able to send them to seminaries which provide the necessary environment and community for deeper discernment and help form them as good and holy priests for the parishes and people our diocese.

The average cost for one year of study is \$50,000 for each seminarian. Additionally, there are required summer programs, retreats, and more. These programs are crucial for their formation as future priests of our diocese. Our seminarians are exceptional stewards of what is provided for them and show continual gratitude for all of the support they receive from the people of our diocese.

Last year we ordained three incredible young men to the priesthood: Fr. Julian Druffner, Fr. Isaiah Schick and Fr. Dan Tracy. They are thriving as priests thanks to the guidance and formation they have received through your generosity to the CSA! The CSA is what makes it possible to raise up more priests for our future: priests for your children, grandchildren, great grandchildren, and beyond!





Fr. David Neuschwander
OFFICE OF VOCATIONS

The Office of Stewardship & Development: Expressions of discipleship

by Steve Tarnowski, DIRECTOR

When you contribute to the CSA, you are not just donating; you are transforming lives. You help families, young adults, senior citizens, students, and the entire parish. Your support enables seminarians, deacons, and lay leaders to complete their education, strengthens married couples, aids parishes in seeking grants for building projects, revitalizes congregations, and benefits every Catholic through lifelong spiritual formation.

Periodically, there arises a need to raise funds for long-term purposes or endowments. I assist local parishes with multi-year giving capital campaigns, often for building projects. Under Bishop Peter Christensen, I facilitated the Diocesan-wide *Faith in Our Future* Campaign, creating two multi-million-dollar restricted long-term Endowment Funds: The Saint Augustine Foundation for Seminarian Support and a fund for the Medical Expenses of Our Retired Priests. *Faith in Our Future* has raised over \$17 million in five years, providing essential funding for parishes and Catholic schools.

Fundraising initiatives thrive on charitable relationships. Following *Faith in Our Future*, The Bishop's Legacy Circle was established for passionate Catholic faithful to continue sharing their gifts at a substantial level.

Relationships also extend to charitable foundations and philanthropic organizations through grants. Grant writing is a specialty with many variations. This past year, over \$300,000 was secured through grants supporting Diocesan ministries, parishes, and schools, funding positions like development directors, providing tuition for American Indian students, supporting youth ministry programs, and aiding our international priests.

Among the many fundraising initiatives I direct each year are 13 special collections supporting World, National, and Diocesan causes. Additional collections for local and national disaster relief efforts are organized as needed.

Success in Stewardship and Development is a team effort. No individual can succeed without the leadership and commitment of talented individuals at all organizational levels. The Diocese is fortunate to have Cathy Lovejoy as our Database Administrator and Gifts Processor. Cathy meticulously cares for every donor record, ensuring accuracy and security with every pledge and gift. She works daily with donors, parish bookkeepers, and secretaries, treating all as part of one Diocesan family.

As disciples, we are each endowed with unique strengths, gifts, and talents meant to serve one another. Pope

Francis beautifully urges us, "Go out and share your testimony, go out and interact with your brothers, go out and share, go out and ask. Become the Word in the body as well as Spirit." This call to action aligns perfectly with the Maintenance to Apostolic Mission initiative, which is propelling our Diocese into a vibrant future.





In 1988, transitioning from a career in television news, I had the profound honor of becoming the Diocese of Superior's first Director of Stewardship and Development. Over 36 years later, I am deeply blessed to continue serving in the name of Christ Jesus. My role is to bridge faith and giving, supporting the needs of parishes and Catholic ministries within the Diocese of Superior. This long tenure is a rarity in a field where the average duration in non-profit development is merely two and a half years.

Reflecting on the countless good works accomplished through the generosity of thousands of Catholic faithful sharing their time, talent, and treasure fills me with awe. Every day, I am inspired by the tremendous passion and sacrifice of our priests, religious, and laypersons who tirelessly serve our Diocese.

Our small "mission" Diocese truly embodies a union of over one hundred Catholic communities, organized to fulfill Christ's mission in northern Wisconsin's 16 counties. The Church is more than just the "local" parish community; we are a greater communion of believers—past, present, and future. As members of the

"one, holy, catholic, and apostolic Church," we are all connected, diverse in culture and race, yet unified in faith.

My perspective on giving profoundly changed in 1992 when the United States Conference of Catholic Bishops published their pastoral letter, Stewardship: A Disciple's Response. The bishops defined stewardship as an "Expression of Discipleship," stating, "...we are grateful for the gifts we have received and are eager to use them to show our love for God and one another."

One of my favorite phrases remains, "Stewardship unlocks the fullness of Christ. It turns little or nothing into enough and more." This has been especially true for our rural Diocese, which remains vibrant despite limited resources, a testament to the care and generosity of its people.

Recognizing the transformational role of giving in fulfilling Christ's mission, I pursued an advanced degree in Development. In 1996, I graduated from Saint Mary's University of Minnesota with a Master's in Development, a unique and innovative program designed for professionals driven by ethical values to become agents of change. I continue to uphold these values in assisting our parish communities, especially the most disadvantaged.

My work is guided by our Diocesan Mission: The Catholic Diocese of Superior is a people of diverse ethnic and cultural traditions, called in unity by the love of Christ to proclaim the Gospel, celebrate the sacraments, and give witness through joyful lives of prayer and service in Northern Wisconsin and throughout the world.

I have strived to embody these values in our annual Catholic Services Appeal (CSA), initiated over three decades ago by Bishop Raphael M. Fliss to financially support the growing programs, services, and ministries of the Church. The CSA has become a cherished tradition, uniting tens of thousands of people across our Diocese to empower their parish to support the Church's vital work. It funds over thirty essential programs, services, and ministries that no single parish could provide alone.



Cathy Lovejoy, Steve Tarnowski
OFFICE OF STEWARDSHIP & DEVELOPMENT

The Office of Worship:

Every liturgical celebration is an action of Christ the High Priest
and of his Mystical Body, which is the Church.

by Paul Birch, DIRECTOR

The Office of Worship, guided by its director, Paul Birch with the support of administrative assistants Amy Little and Carol Grund, views its mission as a privilege. Recognizing that the sacred liturgy is first and foremost the prayer of Christ, their combined efforts always strive to promote conscious and active participation in it along with ongoing formation about it as a way to deepen this participation.

While nurturing liturgical growth and understanding in the diocese through its affiliation with the USCCB Committee on Divine Worship and the Federation of Diocesan Liturgical Commissions, the office also seeks to be formed by and to share ideas and currents which arise from our local Church.

Diocesan Guidelines and Procedures

Along with providing worship-related guidance based in Church documents, the worship office produces, maintains, and updates various diocesan documents to enhance parish liturgical practices. These resources, accessible on the diocesan website, include norms for Extraordinary Ministers of Holy Communion, guidelines for readers, a calendar of diocesan liturgical observances, a seasonal guide beginning with Lent and ending with Pentecost, a confirmation liturgy planning guide, leader's guides and assembly worship booklets for Advent and Lenten communal penance services, a manual for parish OCIA teams, a guide for Deacons at Mass, and a guide concerning Divine Liturgy and copyright law. Amy Little plays a crucial role in assisting parishes with the commissioning process for Extraordinary Ministers of Holy Communion, ensuring Bishop's oversight and approval, providing certificates, and maintaining archival records.



Carol Grund, Paul Birch, Amy Little
OFFICE OF WORSHIP



Published Resources

The office also facilitates bulk orders for new ritual books, timing their purchase to coincide with their established deadlines for use, and aiming to secure discounts and save on shipping costs by distributing them centrally. Recent orders include the *Order of Christian Initiation of Adults and Holy Communion and Worship of the Eucharistic Mystery Outside Mass*. Additionally, the office assists parishes with ordering discounted annual products from Liturgy Training Publications.

Superior Diocesan Chorale

Supported by the worship office, the Chorale welcomes singers from parishes across the diocese. Led by Gary Hecimovich from Saints Peter and Paul Church in Weyerhaeuser and assisted by our accompanist from St. Francis Xavier Church in Merrill, Mary Ament, this ensemble serves as pastoral musicians for diocesan liturgies. Their annual Fall retreat offers an opportunity to refine their skills, strengthen their community bonds, and deepen their prayerful commitment.

Diocesan Music Committee

Promoting excellence in pastoral musicianship, the Diocesan Music Committee in consultation with the worship office, presents an annual Music Ministry Retreat and Workshop. Current members include Barbara Johnson, Holly Spiegelhoff from Holy Family Church in Woodruff and Jan Huseby from St. Mary Church in Tomahawk, all contributing to the event's ongoing success.

Diocesan-certified Lay Leaders of Prayer

These are laypeople who, chosen by their pastor, parish life coordinator or parish director are trained by the diocese to assist with Sunday Celebrations in the Absence of a Priest and weekday Word and Holy Communion services in their parish church buildings. This initial formation, which is also required by the formation program for Permanent Deacons certifies them for four years and requires annual ongoing formation. Valuable assistance with this training is provided by Sister Roselyn Heil, FSPA from St. Mary Church in Odanah and Pat Pintens from St. Augustine Church in Harrison.

Involving decisive input from the parish leadership who chose them, Carol Grund coordinates the recertification process and maintains our record of certified lay leaders.

Divine Worship

The Office of Worship is instrumental in planning and setting up most diocesan liturgies, from assigning and rehearsing ministers to coordinating music and producing worship booklets. The director often serves as Master of Ceremonies. Key annual liturgies include the Rite of Election, Chrism Mass, ordinations, and special celebrations like church dedications and liturgies in conjunction with clergy gatherings.

Chancery Bulletin

Through the Chancery Bulletin, Amy Little communicates important liturgical updates, diocesan workshops, and training opportunities.

As Needed

The Office of Worship also offers consultations to assist parishes with special liturgies, worship projects, health-related liturgical concerns, and any other liturgical questions or needs, striving that all practices align with pertinent documents and guidelines.



The Matrimonial Tribunal Office:

Discovering healing and clarity

by Fr. James Tobolski, DIRECTOR

Serving as a compassionate and judicial body within the Church, the Tribunal offers a pathway to healing and clarity for those seeking annulments, helping individuals find peace and reconciliation with their faith and themselves.

The primary function of the Matrimonial Tribunal is to investigate and discern the validity of marriages according to Canon Law. When a marriage faces irreparable breakdown, many individuals experience profound spiritual and emotional turmoil. An annulment, a declaration from the Church that a marriage was not valid from the start, can provide essential closure and the possibility of new beginnings. The Tribunal's

work is rooted in justice and mercy, aiming to uncover the truth while providing pastoral care and support to all involved.

Seeking an annulment can be daunting, but the Matrimonial Tribunal Office is committed to walking with petitioners every step of the way. Our dedicated staff, including canon lawyers and pastoral ministers, approach each case with sensitivity and confidentiality. They ensure that petitioners understand the process and requirements, helping them gather necessary documents and testimonies. This compassionate guidance helps demystify the annulment process, making it accessible and less intimidating.

The Tribunal also provides opportunities for spiritual growth and healing. Engaging with the annulment process encourages individuals to reflect deeply on their past experiences and personal faith journeys. Through this reflection, many find a renewed sense of purpose and connection with God. The Tribunal's pastoral care extends beyond legal proceedings, aiming to foster holistic healing and reconciliation within the Church community.

The Matrimonial Tribunal Office operates within the broader mission of the Catholic Church, which seeks to uphold the sanctity of marriage while recognizing human frailty and the need for divine grace. By addressing the complexities of marital relationships with compassion and justice, the Tribunal helps maintain the integrity of the sacrament of marriage. It also reinforces the Church's commitment to supporting its members through all stages of life, especially during times of significant personal challenge.

The Matrimonial Tribunal also guides clergy and parish leaders with canonical advisement regarding marriage preparation and other questions concerning canon law. The Tribunal is active in many positive ways in the life of the Church.



Fr. Adam Laski, Patti Jo Holt, Fr. James Tobolski
THE MATRIMONIAL TRIBUNAL OFFICE

Diaconal Life: Shepherding the Deacons

by *Deacon John Grek*, DIRECTOR

My name is Deacon John Grek and I am the Director of Diaconal Life for the Diocese of Superior. I have served in this capacity since August of 2016. I was ordained a Permanent Deacon on January 18th, 2009 in the Cathedral of Christ the King in Superior by then Bishop Peter Christensen. In addition to my part-time duties for the Diocese I also serve five parishes in the Ashland cluster of parishes.

My spouse and I both graduated from the University of Wisconsin – Superior in 1972 and I served in the United States Air Force for 20 years on aircrews and in various staff positions. After retirement we returned to Wisconsin and have now lived here for 32 years.

The Director of Diaconal Life (DDL) is currently a part-time, hourly position and I represent the Bishop to the Diaconate community and bring issues and concerns of deacons to the attention of the Bishop. I collaborate with the parishes and institutions of the diocese as well as the diocesan offices and agencies as needed in matters relating to the Permanent Diaconate.

An administrative specialist, Ms. Carol Grund, is a great help to me when items such as handouts, nametags and programs need to be prepared for diaconate events and also for preparing invoices and receiving payments.



Deacon John Grek, Carol Grund
DIACONAL LIFE

- Assist the Bishop in his supervision of the spiritual and personal welfare of individual deacons, active and retired, widows of deacons, and their families.
- Arrange at least one annual spiritual retreat opportunity for all ordained deacons and their spouses.
- Provide annual Continuing Education programs for ordained deacons, including the Annual Deacon Convocation and one-day workshops.
- Implement a post-ordination formation program for newly ordained deacons.
- Provide orientation for new deacons to the Diocese, including newly ordained, newly assigned, and deacons who have relocated into the Diocese.
- Collaborate with Administrative Services Coordinator of Catholic Formation to verify that all deacons with active ministries in the Diocese of Superior comply with the Charter for the Protection of Children and Young People.
- Review service agreements with deacons and their pastoral supervisor on a rotating basis, giving highest priority to those deacons who are serving in parishes that have a change in pastoral leadership.
- Maintain communication with the diaconate community and the broader diocesan community by maintaining the Permanent Diaconate pages on the Diocese of Superior website and sharing other appropriate information via email, etc. and by acting as a liaison between the Bishop and the deacon community.
- Maintain a current Diocese of Superior Deacon Directory.
- Coordinate with the Chancellor to ensure that Deacon Personnel Files are properly maintained.

The Office of Ecclesial Ministries and Diocesan Consultation:

Supporting and resourcing parishes

by Christine Newkirk, DIRECTOR

Hello! My name is Mrs. Christine Newkirk and I am the Director of the Office of Ecclesial Ministries & Diocesan Consultation. I hold a bachelor's degree in Integrated Studies in Religion and Philosophy (BIS), as well as a master's degree in Servant Leadership (MASL); both through Viterbo University. I have served in the Diocese of Superior for the past 24 years; the first nine years in the Office of Religious Education & Youth Ministry and the past 15 years in this current position. When I am not visiting direct parish sites and hosting programs, I generally office out of a former rectory of St. Anthony de Padua Parish, in Tony, WI, as well as regular office time at the Chancery in Superior.

This unique position provides me the privilege of working with, supporting and resourcing parishes in the upper northwest 16 counties that make up the beautiful and faith-filled Diocese of Superior. One of my primary roles is to help articulate the Bishop's vision for parish leadership and those lay people active in outreach ministries on behalf of the Church. I have direct responsibility for vetting and formation of men who are discerning the permanent diaconate prior to ordination. Their post ordination support is provided by Dc. John Grek, Director of Diaconal Life, who you will learn more about in this

publication, I work directly with International Priests and the parishes they are/will be serving. I assist with a wide variety of parish level in-services and provide support to laity servicing in their local parishes.

I participate in several consultative bodies within the diocese, such as: directly with the Bishop, the Director of Administrative Services, the Presbyteral Council and the Diocesan Pastoral Council. I am a member of the Diocesan Planning Committee, The Vocations Team, The Priest Personnel Board, as well as part of the Province/Wisconsin Dioceses Social Action Officers.

The emphasis of all programs and services provided this office is understanding a deeper sense of Catholic identity, a healthy spiritual life, deep relationships and networking, and overall servant leadership concepts, as foundational to pastoral and lay leadership.

I have the opportunity to assist parishes with: strategic planning, organizational development, personnel issues, situational leadership, transformative change, group dynamics, affirming leaders for their good work and accompanying them on their journeys of growth, and much more.

My role includes direct in-serving to Parish Pastoral Councils, Finance

Councils, Trustees; workshops and days of reflections for lay outreach ministers; general professional development days for parish leaders and teams; and to provide consultation (direct and indirect) for matters of conflict resolution and resourcing. As the Eucharist is central to our faith and life of discipleship, and as the domestic church gathered, many of these programs offer a shared meal with participants (including chocolate), prayer and opportunity for networking and sharing wisdom. In the spirit of Bishop Powers' vision of moving from "maintenance to mission," many of these offerings have been intentionally "recalibrated" to more fully foster evangelization, missionary discipleship and outreach ministries. My favorite offerings are the School of Servant Leadership and Professional Development Days—check them out on our website: <https://www.catholicdos.org/ecclessial-services>.

The benefits of attending diocesan sponsored events are: We know our people and we are attentive to the topics they would like to know more about or need more formation in; we help facilitate networking so parish staff can share best practices, wisdom, insights and resources; we offer these experiences at a reasonable cost; they provide the opportunity for priests, deacons and the laity



to learn together and support each other in ministry; they are usually centrally located for convenience in travel; they include the Bishop's vision for our diocese, and they provide participants direct access to diocesan staff. These offerings give diocesan staff members the opportunity to hear about all the good things that are going on in the parishes and that can help us identify areas of support that may need further consideration/ implementation at the diocesan level.

As I travel around the diocese and interact with the many priests (diocesan and international), deacons, women religious and lay people, it is always the highlight of my ministry to share with Bishop Powers all the life-giving activities that are taking place in our parishes and communities, and that I have been touched by each time I visit a parish. Although in our rural mission diocese we may have limited resources, it is evident to me that we are people of deep faith, generosity, stewardship, the common good, creativity and service. I find that parish leaders have a deep desire to continue to grow in a variety of competency. As an example: For Professional Development Days, several parish leaders participate as a team (priest, deacon, lay leaders from the same parish/cluster). Many have commented that they enjoy learning together and that on their way back

to their respective parishes they can further brainstorm how they can use what they have just learned in their own setting.

I also have the privilege of working with faith filled, dedicated, passionate, and competent diocesan office heads and staff. I find that our willingness for interoffice collaboration is the key to our many successes. Among those that I work most directly with are: Robert Lecheler, International Priests Specialist; Blurette Puchner, Associate Director of Lay Ministry Formation; and Carol Grund, Administrative Assistant. They have been invaluable to the ministry and services that happen through this office. As I deeply appreciate the ministry of our diocesan priests and

deacons, I also enjoy working directly with the international priests, who so generously come from half-way around the world for pastoral service and leadership in this diocese. They are truly a gift to the diocese and in reminding us all that we are one body in Christ, the universal Church.

The CSA is the primary source of funding for programming in the Office of Ecclesial Ministries & Diocesan Consultation, as well as generous grant funding from Catholic Home Missions and direct-affordable registration fees. Thank you for your generosity in prayer, financial support and participation in programming.

I am blessed to be able to serve in the Diocese of Superior! Christ's Peace and Blessings to each of you!



Bob Lecheler, Christine Newkirk, Blurette Puchner, Carol Grund
THE OFFICE OF ECCLESIAL MINISTRIES & DIOCESAN CONSULTATION

Finance Department:

Where everyone counts

by *Larry French*, DIRECTOR

Jesus came to establish the Church, the priesthood and the Sacraments, especially the Eucharist. There is no doubt about this. To fill this mission, the church has many parts that can only operate with the generous support we receive. The Diocesan Department of Finance operates to support these many parts of Christ's Church by proper, transparent, and standardized stewardship. Like any business, the accounting department interacts with all the departments of the Diocese as well as every parish.

My name is Larry French, and I am deeply humbled to work as the Director of Finance for the Catholic Church. My role is to insure the oversight and smooth running of the financial operations throughout the entire Diocese. I insure all donations are utilized to the best of our ability for the mission of the Catholic Church. It is my honor to introduce the three additional accounting staff members in the finance department. We all wear many hats to keep the Diocese running smooth.

The overall operation of our Finance Department runs smoothly because of the dedication and hard work of these three individuals. Their commitment is crucial to supporting the mission of Christ's Church, ensuring that we continue to serve our Catholic community effectively.

Charlie Swanson | Financial Operations Assistant

Charlie works diligently behind the scenes to ensure everything runs smoothly. If something needs attention, Charlie is there to support and activate the necessary actions. Known affectionately as our "cat lady," Charlie brings a perfect blend of dedication and warmth to her role.

Emily Wald | Coordinator of Employee Benefits and Insurance

Emily takes care of everything related to health, property, liability, worker's comp, and auto insurance. Her role includes HR responsibilities and extensive support for our priests. Emily's constant smile and supportive nature make her an invaluable part of our department.

Maria Heiman | Accountant and Parish Financial Support

Maria serves all departments in the Diocese and is on call for every parish's financial questions. If it involves accounting, Maria handles it. She also manages IT support in-house and assists with parish accounting software needs. Maria is always ready to help and is known for her jolly laughter, bringing a positive spirit to our team.



Charlie Swanson, Larry French, Emily Wald, Maria Heiman
FINANCE DEPARTMENT

Many Ways to Make Your Gift

No single parish could exist on its own without the CSA

This publication provides a sampling of the many ministries that serve our parishes. Many professional Diocesan staff provide vital assistance and direction in parish management, administration, finance, leadership, and development, including assistance with grants and fundraising as well as our international priests initiative. Visit catholicdos.org for more information.

Give online at catholicdos.org/parish-giving-directory.
Or scan this QR code.



You may return your pledge envelope in the parish offertory collection or bring it by the parish office. You will be sent payment reminders and a reply envelope in accordance with the payment plan you selected on your pledge envelope.

CASH OR CHECK

Complete the pledge envelope with total pledge amount and first payment.
Specify payment plan if making a pledge.
Make checks payable to:
Catholic Services Appeal.

ELECTRONIC FUNDS TRANSFER (EFT)

Fill out the EFT portion on the pledge envelope. Include transfer amount, account information, and preferred schedule. Provide a voided check for records.

ONLINE DONATION

Visit www.catholicdos.org.
Create and verify an account.
Pledges and one-time gifts from Visa, MasterCard, or bank account accepted.

CREDIT CARD

Complete the appropriate portion on the pledge envelope or visit the online site.
Indicate if the donation is a one-time gift or set up monthly billing.
Call 715/394-0226 for assistance.

GIFTS OF STOCK

Use your own broker/agent or diocesan agent to transfer and sell stock

DONOR ADVISED FUNDS

Charitable savings account for easy and cost-effective support.
Visit catholicdos.planmylegacy.org/donor-advised-funds for more information.

IRA CHARITABLE ROLLOVER

Tax advantages for donating stock, appreciated securities, real estate, and other valuables. Discuss with a financial advisor for specific benefits.

CONTACT INFORMATION

Legal Name: Diocese of Superior
Location: 1201 Hughitt Ave., Superior, WI 54880
Federal Tax ID Number: 39-0807040
CSA Campaign Office: 715/394-0226

Budget

Fiscal Year 2025

(Dollars in Thousands)

INCOME - Total	4,143
Catholic Services Appeal	2,350
Investment/Other Income	785
Reserves & Restricted Funds	1,008

EXPENSE BY MINISTRY/SERVICE

PASTORAL SERVICES - Total	966
Education of Seminarians	404
Vocations	72
Worship	109
Consultation and Leadership	182
Marriage and Family Life	60
Spanish Sisters Ministry	53
Newman Ministry	80
Charismatic Renewal	6

CATHOLIC FORMATION - Total	980
Catholic Schools Superintendent	55
Diaconate	79
Parish Religious Education	377
Youth Ministry	66
Lay Ministry	29
Parish Formation Ministries	376

STEWARDSHIP AND DEVELOPMENT	314
Fundraising/Collections/ Grants/CSA/BLC	

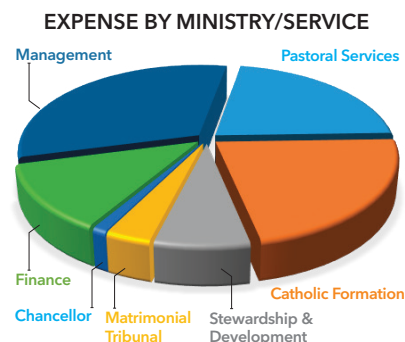
CHANCELLOR - Total	33
Records/Recording	12
Respect Life	21

MATRIMONIAL TRIBUNAL	161
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FINANCE - Total	370
Parish Accounting Support	67
Diocesan Accounting	235
Personnel	67

MANAGEMENT - Total	1,403
Diocesan Operations	732
Retired Priest Health Care	138
Infirm Priests	114
Priest Continuing Formation	76
Facilities Maintenance	140
Charter/Safe Environment	59
Computer Services	117
Diocesan Council Catholic Women	10
Travel-Diocesan Committees	7
Non-Operating Costs	11

TOTAL EXPENDITURES	4,229
NET PROFIT	(86)





DIOCESE OF SUPERIOR
1201 HUGHITT AVENUE | P.O. BOX 969
SUPERIOR, WISCONSIN 54880



United in the Eucharist:
EMPOWERED FOR MISSION.