

DRAFT

169th Annual Convention Minutes

of the Episcopal Diocese of Milwaukee

October 7-8, 2016

Madison Marriott West Hotel & Convention Center, Middleton, WI

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The Proposed 2017 Budget with supporting documents will be reported separately on the Web Site.

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Middleton, Wisconsin

Friday, October 7th

The theme of the 169th Annual Convention was “*From every family, language, people and nation, a kingdom of priests to serve our God.*”

- 1:00 On-site registration/Check-in for pre-registered deputies
Display and Vendor area open (Geneva, Mendota and Wisconsin Rooms)
- 2:00-
2:45 Multicultural Ministry (Michigan Room)
- 3:00-
3:45 Who Are Our Neighbors? Individualized information for parishes (Michigan Room)
A Spiritual Roadmap from Birth to Old Age (Salon A)
Time with the Bishop (Salon B)
Diocesan Budget 2017 (Salon C)
Global Reconciliation (Salon F)
Living into Our Neighborhoods: Real-Life Experience (Salon H)
Racial Reconciliation: On Behalf of Our Children (Milwaukee Room)
- 4:00-
4:45 As Above

At 5:00 p.m., the Convention Eucharist was held in Rooms Salon D and Salon E of the Madison Marriott West Hotel & Convention Center, Middleton, Wisconsin. The members of the 2016 Diocesan Convention Eucharist/Liturgy Planning Team : The Rev'd Oswald Bwechwa, (St. Martin's, Brown Deer); The Rev'd Dr. Miranda Hassett, (St. Dunstan's, Madison); Ms. Helyn Luisi-Mills, (St. Andrew's, Madison); The Rev'd Dorota Pruski, (St. Andrew's, Madison) and The Rev'd Oscar Roza, (St. Mark's Beaver Dam) prepared and hosted the service. The liturgy “reflected the diocesan ‘families, languages, peoples and nations’ and offered the assembly gathered the opportunity to celebrate both unity and diversity.” The sermon, a reflection on the theme of the 169th Annual Convention, *From every family, language, people and nation, a kingdom of priests to serve our God.*, was given by The Rev'd Anthony Guillen, Officer for Latino/Hispanic Ministries for the Episcopal Church. Bishop Miller presented The Bishop's Shield Awards to Ms. Ann Brophy (Trinity Church, Wauwatosa) and to The Venerable Charles “Chuck” Zellermayer (St. Mary's, Dousman). Along with the shield, the recipient received a proclamation letter. These letters appear in the Appendix of these minutes as Appendix I (a) and I (b). An offering was taken with the plate going to support our ministry partners. The total collection was \$1,894.00 and will be split between The Haiti Project and our companion Diocese of Newala in Tanzania.

Breaking from tradition and in lieu of a banquet, a reception and social hour was held in the Atrium/main lobby immediately after the Eucharist. It afforded the deputies the opportunity to mingle and engage in informal dialogue.

Per tradition, Morning Prayer was offered Saturday morning. It was held in the Lacrosse Room of the Madison Marriott West Hotel and Convention Center and was led by The Rev'd Dr. Esther Kramer (St. John Chrysostom and Nashotah House, Delafield.)

Saturday, October 8th

The Rt. Rev'd Steven A. Miller, President of the Convention and Presiding Officer, convened the 169th Annual Convention of the Episcopal Diocese of Milwaukee at 9:02 a.m. on Saturday, October 8, 2016 in the Michigan Room of the Madison Marriott West Hotel & Convention Center, Middleton, Wisconsin.

Bishop Miller opened the session with the Lord's Prayer, the Collect for a Church Convention, prayers for the Nation and for Unity within our Church.

Roll Call & Determination of a Quorum

Bishop Miller inquired of The Rev'd Marge Kiss, Executive Secretary of the Diocese and the Secretary of the Convention, regarding the presence of a quorum and the certification of members. The Rev'd Marge Kiss reported that a quorum was present, and that the lay deputies for all the parishes and all clerical members had been certified.

Bishop Miller explained that "under our Constitution and Rules of Order, the Bishop is named President of the Convention. The Constitution and the Rules of Order also provide for the appointment of a President Pro-Tempore with approval of the Convention." Bishop Miller therefore appointed, as is the custom, the Co-President of the Standing Committee, The Rev'd David Simmons, St. Matthias, Pewaukee, as President Pro Tempore. The appointment, requiring approval from the Convention, was approved by unanimous voice vote.

Bishop Miller declared the Convention organized for business.

Introductory Business and Appointments

Bishop Miller introduced those on the dais:

The Rev'd David Simmons (St. Matthias, Pewaukee) – President Pro Tempore, Mr. Clyde Bachand (Holy Communion, Lake Geneva) – Diocesan Treasurer, The Rev'd Marge Kiss (St. Thomas of Canterbury, Greendale) – Executive Secretary, Mr. John Washbush (St. James', Milwaukee) – Parliamentarian, Ms. Jennifer Henery (St. John Chrysostom, Delafield) – Dispatch of Business, and Mr. Stuart Parsons, Esq. (St. Boniface, Mequon) – Chancellor

Bishop's Appointments

The Bishop made the following appointments requiring Convention approval:

Chancellor

Reappointment

Mr. Stuart Parsons, Esq.

Vice-Chancellor

New Appointment

Mr. Thomas Scrivner, Esq.

Historiographer

Reappointment

The Rev'd Evelyn Parson

Parliamentarian

Reappointment

Mr. John Washbush

Commission on Ministry

The Very Rev'd Martha Berger (reappointment)

The Rev'd Marge Kiss (reappointment)

The Rev'd Jeri Lambert (reappointment)

Ms. Valerie McAuliffe (reappointment)

The Rev'd Jana Troutman-Miller – Chair
(reappointment)

Ms. Celia Fine (reappointment)

The Rev'd Dr. Esther Kramer (new appointment)

The Rev'd Ian Burch (new appointment)

Mr. Peter Luisi-Mills (new appointment)

A motion to accept the appointments was made, seconded and approved by unanimous voice vote.

Approval of Minutes from the 168th Diocesan Convention

Bishop Miller asked if there was any objection to waiving the reading of the minutes. Hearing none, he asked if there were any corrections or additions to the minutes of the 168th Convention of the Episcopal Diocese of Milwaukee. Hearing nothing further, Bishop Miller announced that the minutes were approved as presented.

Report of the Committee on the Dispatch of Business and Review of the Convention Material

Bishop Miller called on Dr. Jennifer Henery, Dispatch of Business, for the report of the committee. She noted that the Dispatch of Business is charged with the organization and operation of the business meeting; that, it includes, with the Parliamentarian, maintaining the Rules of Order. She pointed out that the Rules of Order have not changed recently and are included in the materials.

Dr. Jennifer Henery reviewed the contents of the deputy folders for the following materials: Schedule, Canon 28, Rules of Order, Voting Cards, Ballots, and the Reports to the Convention.

Bishop Miller declared that the convention was fully organized and established.

Nominations

Bishop Miller recognized Mr. John Washbush, Parliamentarian, to explain the nominations procedure, while The Very Rev'd Matthew Buterbaugh (St. Matthew's, Kenosha), Chair of the Committee on Nominations came to the podium.

Mr. John Washbush explained, to the deputies, the rules regarding floor nominations and balloting.

The Very Rev'd Matthew Buterbaugh, Chair of the Committee on Nominations, announced the following positions and nominees:

Diocesan Treasurer

One person (lay or clergy) to be elected to a one-year term

Mr. Clyde Bachand (Holy Communion, Lake Geneva) was nominated for diocesan treasurer. There being no other nominations, Bishop Miller asked for any objection to declaring the election to be by Unanimous Consent. Hearing none, Bishop Miller declared that Mr. Clyde Bachand was elected by Unanimous Consent.

Title IV Disciplinary Board

One clergy person (priest) to be elected to a three-year term

In the Clerical Order, no nominations were received by the deadline, and so the floor was open for nominations.

The Rev'd Gary Manning (Trinity, Wauwatosa) and The Rev'd Julian V. Hills (St. Simon's, Port Washington) were nominated. Hearing no other nominations, Bishop Miller announced that a written ballot was required.

Two lay persons to be elected to a three-year term

Ms. Sharon Henes (St. Dunstan's, Madison); Mr. Ronald Johnson (St. Francis, Menomonee Falls) and Mr. Peter Wright (St. Paul's, Watertown) were nominated to the lay order. Hearing no other nominations, Bishop Miller announced that a written ballot was required.

Members of the Board of Trustees of Funds and Endowments, Inc

Two people (lay or clergy) to be elected to a three-year term

The Rev'd Jason LaVann (St. John the Divine, Burlington) was nominated for the three year term. Bishop Miller called for additional nominations. Mr. Manjula Hettiarachchi (St. Andrew's, Madison) was nominated. There being no other nominations, Bishop Miller asked for any objection to declaring the election to be by Unanimous Consent. Hearing none, Bishop Miller declared that The Rev'd Jason LaVann and Mr. Manjula Hettiarachchi were elected by Unanimous Consent.

Executive Council

Two clergy and two lay persons to be elected to three-year terms

For the Clerical Order:

The Rev'd Ian Burch (St. Mark's, Milwaukee); The Rev'd Dr. D. Jonathan Grieser (Grace, Madison) and The Very Rev'd Andrew Hanyzewski (St. Peter's, Fort Atkinson) were nominated for the two clerical positions. Because The Rev'd Ian Burch had withdrawn from the election, only two nominees in the clerical order remained. There being no other nominations, Bishop Miller asked for any objection to declaring the election to be by Unanimous Consent. Hearing none, Bishop Miller declared that The Rev'd Dr. D. Jonathan Grieser and The Very Rev'd Andrew Hanyzewski were elected by Unanimous Consent

For the Lay Order:

Ms. Kristen Buterbaugh (Lutheran Episcopal Campus Ministry) and Ms. Janice Watter (St. Bartholomew's, Pewaukee) were nominated for the two lay positions. There being no other nominations, Bishop Miller asked for any objection to declaring the election to be by Unanimous Consent. Hearing none, Bishop Miller declared that Ms. Kristen Buterbaugh and Ms. Janice Watter were elected by Unanimous Consent

Standing Committee

One priest to be elected to a four year term and one lay person to be elected for a four-year term

For the Clerical Order:

The Rev'd Jonathan Melton (St. Francis House, Madison) was nominated. The Rev'd Debra Trakel (Trinity, Wauwatosa) was nominated from the floor. Hearing no other nominations, Bishop Miller announced that a written ballot was required.

For the Lay Order:

Mr. Jason Loch (Grace, Madison) and Ms. Sheryl Slocum (St. James', Milwaukee) were nominated. Hearing no other nominations, Bishop Miller announced that a written ballot was required.

General Convention Deputies (2018 Convention)

Four clergy persons (priests or deacons) and four lay persons to serve at the 2018 General Convention

For the Clerical Order:

The Very Rev'd Martha Berger (St. Francis, Menomonee Falls); The Very Rev'd Kevin Carroll (The Cathedral Church of All Saints, Milwaukee); The Very Rev'd Andrew Hanyzewski (St. Peter's, Fort Atkinson); The Rev'd Dr. Miranda Hassett (St. Dunstan's, Madison); The Rev'd Dr. D. Jonathan Grieser (Grace, Madison); The Very Rev'd Andrew "Andy" Jones (St. Andrew's, Madison); The Rev'd Marge Kiss (St. Thomas of Canterbury, Greendale); The Rev'd Kathy Momson Lutes (Trinity, Janesville); The Rev'd Dorota Pruski (St. Andrew's, Madison); The Rev'd David Simmons (St. Matthias, Waukesha) and The Rev'd Michael Tess (Church of the Good Shepherd, Sun Prairie) were nominated. Hearing no other nominations, Bishop Miller announced that a written ballot was required.

For the Lay Order:

Ms. Pamela Eversfield (Christ Church, Whitefish Bay); Ms. Sharon Henes (St. Dunstan's, Madison); Ms. Carlynn Higbie (Trinity, Wauwatosa); Mr. Peter Larson (St. Paul's, Milwaukee); Mr. William Robison (Trinity, Wauwatosa) and Mr. John Washbush (St. James', Milwaukee) were nominated. Ms. Janet L. Finn (Holy Trinity, Prairie du Chien) was nominated from the floor. Hearing no other nominations, Bishop Miller announced that a written ballot was required.

Bishop Miller announced that all nominations were closed and thanked The Very Rev'd Matthew Buterbaugh and all the members of the Committee on Nominations for their service to the Convention.

Bishop Miller appointed The Rev'd Dr. Esther Kramer (Nashotah House and St. John Chrysostom, Delafield) as the Chair of Tellers. He recognized and thanked all who had volunteered to assist with this essential task.

Bishop Miller recognized Mr. John Washbush, the Parliamentarian, for an explanation of balloting procedures. Mr. John Washbush requested that the deputies remove Ballot 1 from their materials. He then instructed them on how to complete it properly. Upon its completion, Bishop Miller asked that the deputies fold the ballot in half and hold it up for a Teller.

The Tellers were called forth; the First Ballot was concluded.

A Parliamentary Moment

Bishop Miller recognized Dr. Jennifer Henery, Dispatch of Business. Dr. Jennifer Henery explained the procedures for how Old Business is taken up and how New Business would come before Convention.

Call for Additional Resolutions

Bishop Miller asked if there were any requests for additional resolutions. Hearing and receiving none, Bishop Miller recognized that no new legislation was added to the agenda and that the order of presentation by the Resolutions Committee was fixed.

Bishop Miller recognized The Rev'd David Simmons, President Pro-Tempore.

The Rev'd David Simmons, President Pro-Tempore introduced the Bishop

The Rev'd David Simmons addressed the convention:

Birettas, Canterbury Caps and mitres, Oh my! While the Eastern Orthodox certainly have us beat in the haberdashery department, we all know the reality that ministry means the wearing of many hats. And while I am not here to discuss the interfaith relationship between a Zuchetto and a yarmulke, I am here to talk about one area of diocesan and national

ministry that is carried out by clergy and laity in addition to whatever else they do. Being the President ProTem of convention this year and having the singular duty of introducing our bishop, I thought I'd focus on one particular ministry he does on behalf of the diocese and the national church, that of an ecumenist. Ecumenism is not an exciting thing to many in the church. Some question why we need to foster relations with other Christians. Others question why we need formal dialogues to talk about the unity we already see in Christ. But for those of us who work in this area of the Churches life, it is a way to both mend the tears in the fabric of the church humans have made through culture and history, and to make it possible to formally recognize our essential oneness in Jesus. Locally, I serve as the bishop's ecumenical officer, but I am also national president of the Episcopal Church's ecumenical officer's organization. In that role, I think it is appropriate at this time to thank both the bishop for his devotion to ecumenical causes and thank this convention and diocese for allowing him to spend time serving the wider church in that role. Here in Wisconsin, he has served as president of both the Wisconsin Council of Churches and the Interfaith Council of Greater Milwaukee. On the national level, he co-chaired the Moravian-Episcopal dialogue that resulted in our 2009 Full-Communion relationship with the Moravian church and continues to serve on the Moravian-Episcopal Coordinating Committee that maps out the details of how we live into fuller communion. Bishop Miller has a heart for the unity of Christ's One Holy Catholic and Apostolic Church, and those of us who work in this area appreciate the resources both he and the diocese dedicate to Christian Unity.

Without further ado or misuse of my short-time bully pulpit as President Pro-Tem, I'll do the job I'm here to do. He's a man of deep prayer, so please put your hands together and welcome our Bishop, the Rt. Rev. Steven Miller. Let's get ready to humbleeeeeeeee.

Bishop Miller's Pastoral Address

Splendor and honor and kingly power are yours by right, O Lord our God. And yours by right O lamb that was slain for with your blood you have redeemed for God from every family, language, people and nation, a kingdom of priests to serve our God.

Please see Appendix II, for Bishop Miller's Pastoral Address

Bishop Miller called for a Break (20 minutes) and Reconvened the Convention at 10:00

Bishop Miller called on The Rev'd Kenny Miller (St. Boniface, Mequon).

The Rev'd Kenny Miller reported on the upcoming triennial Episcopal Youth Event (EYE). He noted that:

- the event will be July 10-14, 2017 in Oklahoma for approximately 1,200-1,500 youth
- there is room for 24 individuals from our diocese
- the cost is \$400.00 plus travel (financial assistance is available)
- the deadline to apply is December 1, 2016

Report of the Executive Secretary

Bishop Miller called on The Rev'd Marge Kiss, Executive Secretary, for a report mandated by the 78th General Convention (2015).

The Rev'd Marge Kiss noted that copies of the resolution were on the tables to facilitate understanding of the resolutions. The Rev'd. Marge Kiss continued: The 78th General Convention passed the following resolutions, which make changes to the Constitution of the Episcopal Church. To be enacted, they must be read to all dioceses.

B011: Amend Article II. Section 7

Resolved, That the Constitution of the General Convention (2012) Article II. Section 7 is hereby amended to read as follows:

Sec. 7 The House of Bishops may elect a Bishop Suffragan who, under the direction of the Presiding Bishop, shall be in charge of the work of persons of this Church who serve as chaplains in the Armed Forces of the United States and such other agencies as may be specified by the Presiding Bishop. The Bishop Suffragan so elected shall be ordained and consecrated and hold office under such conditions and limitations other than those provided in this Article as may be provided by Canons of the General Convention.

D003: Amend Article V

Resolved, That Article V, Section 1 is amended to read as follows:

A new Diocese may be formed, with the consent of the General Convention and under such conditions as the General Convention shall prescribe by General Canon or Canons, (1) by the division of an existing Diocese; (2) by the junction of two or more Dioceses or of parts of two or more Dioceses; or (3) by the erection into a Diocese of an unorganized area evangelized as provided in Article VI. The proceedings shall originate in a Convocation of the Clergy and Laity of the unorganized area called by the Ecclesiastical Authority for that purpose; or, with the approval of the Ecclesiastical Authority, in the Convention of the Diocese to be divided; or (when it is proposed to form a new Diocese by the junction of two or more existing Dioceses or of parts of two or more Dioceses) by mutual agreement of the Conventions of the Dioceses concerned, with the approval of the Ecclesiastical Authority of each Diocese. After consent of the General Convention, when a certified copy of the duly adopted Constitution of the new Diocese, including an unqualified accession to the Constitution and Canons of this Church, shall have been filed with the Secretary of the General Convention and approved by the Executive Council of this Church, such new Diocese shall thereupon be in union with the General Convention.

D008: Amend Article I. Section 1

Resolved, That Article I, Section 1 of the Constitution is amended to read as follows:

Sec. 1. There shall be a General Convention of this Church, consisting of the House of Bishops and the House of Deputies, which Houses will sit, debate, and vote separately, unless otherwise provided for by this Constitution or the Canons. The Houses by majority vote of each House may call for the Houses to sit, debate and vote, or any combination thereof, together. The General Convention may by Canon, establish procedures for such sessions. In all deliberations freedom of debate shall be allowed. Either House may originate and propose legislation, and all acts of the Convention shall be adopted and be authenticated by both Houses.

Bishop Miller asked if there was any discussion on these proposed amendments. He noted that the B/D in front of the resolutions refer to which house brought the resolution: B – The House of Bishops; D – The House of Deputies.

Ms. Kate Martin (St. Francis, Menomonee Falls) wondered why, in Resolution D003 *Bishop* was changed to *Ecclesiastical Authority*.

Bishop Miller said that, though he wasn't sure, it might be to ensure that, in the absence of a bishop, there is a clear chain of authority.

Report of the Resolutions Committee

Bishop Miller noted that The Rev'd Deacon Catherine Milliken, Chair of the Resolutions Committee, was taking care of her father who was in the path of hurricane Matthew and that, in her stead, Mr. Stuart Parsons, Esq. would present the report of the committee.

Mr. Stuart Parsons, Esq. reported that the Committee on Resolutions was charged with three tasks:

- Determining if resolutions submitted are fit business for the convention,
- Working with authors and other committees to put the resolutions into appropriate form, and
- Determining the order of presentation of the resolutions.

Mr. Stuart Parsons, Esq. reported that the Committee on Resolutions had two resolutions for consideration:

- Resolution I. – Task Force to Review and Propose Revisions to Diocesan Canon 28 “Of Congregations”
- Resolution II. – 2017 Clergy Minimum Compensation

Bishop Miller thanked Mr. Stuart Parsons, Esq. and all the members of the Committee on Resolutions.

A Parliamentary Moment

Bishop Miller recognized Dr. Jennifer Henery, chair of the Committee on the Dispatch of Business, for the purpose of clarifying the conduct of business.

Dr. Jennifer Henery explained the procedures for amending and voting on resolutions. She then explained that voting would first be by voice, then cards and last by ballot. Deputies wishing to address the convention were to use any microphone taking all cards with them: the green card to speak **for** the resolution, the red card to speak **against** the resolution and the yellow card for procedural questions.

Consideration of Old Business

Bishop Miller stated that The 168th Convention passed a Resolution: **Promoting Peace, Reconciliation and Justice in Israel and the Occupied Territories**. He noted that the Resolution called for a “complete report of investments made by and on behalf of the Diocese.” He then called on The Rev. Gary Manning, Vice-President of the Executive Council to report to the Convention.

The Rev'd Gary Manning reported that:

--Mr. Mike Hagon, president of Trustees of Funds and Endowments (TFE), brought the resolution back to the Executive Council because of his concern and question regarding the mandate given to the foundation by the resolution.

--The Combined Fund does not invest directly in stocks or bonds of corporate entities; all of the investments are in mutual funds which, in turn, do invest in corporate securities; about half of the investments are in managed funds which may invest in 50 to 100 corporations each and half are in index funds which attempt to match the returns of a specific segment of the market; and these funds will typically invest in 500 to 1,500 separate entities depending on the index.

--In other words, the breakdown of the foundation's investments is 65% equity, 35% fixed and 10% alternative and all investments are in mutual funds rather than individual corporate stocks.

--The cost of the analysis for all the corporations that are invested in, indirectly, is estimated in the range of \$10,000.00 to \$12,000.00 based on information from a few entities that can provide this service.

--The Trustees have no source of funding for this analysis.

Bishop Miller stated that the action before the convention was either to receive the report as presented and accept the resolution as concluded or to move forward with a full analysis and amend the 2017 budget.

The Rev'd Kenny Miller (St. Boniface, Mequon) moved to receive the report as presented and consider the matter closed. It was seconded.

Ms. Helyn Luisi-Mills (St. Andrew's, Madison) suggested a task force of volunteers to review the investments.

Bishop Miller noted that the comment was not germane to the current issue but encouraged Ms. Helyn Luisi-Mills to consider becoming a member of the finance committee.

Bishop Miller, seeing no one else at the microphones, noted that it had been moved and seconded to receive the report and consider the matter closed. He called for a vote. The motion carried by voice vote.

Bishop Miller stated that the two resolutions before the convention would be dealt with in the order appointed starting with a Resolution to Create a Task Force stipulated below.

I Task Force to Review and Propose Revisions to Diocesan Canon 28 “Of Congregations”

BE IT RESOLVED, that the 169th Convention of the Episcopal Diocese of Milwaukee create a Task Force of six to eight people appointed by the Bishop, in consultation with the Standing Committee, for the purpose of reviewing the existing diocesan Canon 28 “Of Congregations” and proposing revisions for consideration at the 170th Convention of the Episcopal Diocese of Milwaukee in 2017; and be it further

RESOLVED, that membership to the Task Force shall be named by December 1, 2016 and made up of a balanced representation of members from small and large congregations; a member of the Standing Committee; a member of Executive Council; a member of the Commission on Mission and Development; and balanced representation of clergy and laity; and be it further

RESOLVED, that the language of the revisions shall be consonant with language used in the remainder of the canons; and be it further

RESOLVED, that the revised canon shall reflect and authorize the variety of congregational structures as they currently exist in the Episcopal Diocese of Milwaukee; and be it further

RESOLVED, that the revised canon shall reflect the respect and care that we have for one another in the Diocese of Milwaukee and the desire that we have to work together to share the Good News of God in Christ, encouraging one another even as we hold ourselves mutually accountable to our communion as the Body of Christ; and be it further

RESOLVED, that the revised canon shall provide a clear process whereby the Bishop and the Standing Committee may bring a congregation under the direct pastoral oversight of the Bishop and the Executive Council.

Submitted by: The Rev. Steve Capitelli
The Rev. Seth Dietrich
The Rev. Dr. Jonathan Grieser
The Very Rev. Andy Jones
Mr. Henry Peters

Bishop Miller stated that the Resolution to create a Task Force to review Canon 28 had been placed before the convention and that because a Committee had brought the Resolution, it is considered moved and seconded.

Bishop Miller asked that, first, all members of the convention take five (5) minutes to read Canon 28.

Bishop Miller then asked if there was any discussion on the Resolution.

Ms. Kate Martin (St. Francis, Menomonee Falls) asked for clarification of Canon 28 and whether the only way to determine a “parish in peril” were financial issues.

Bishop Miller noted that, currently, that was all that was provided.

Ms. Kate Martin (St. Francis, Menomonee Falls) moved to amend the listed number of task force members from six to eight (6 – 8) to eight to twelve (8 – 12). It was seconded.

Bishop Miller called for a vote. The voice vote was not clearly defined, so Bishop Miller asked those in favor to hold up the green card, then those opposed to hold up the red card.

Bishop Miller ruled in favor of the green cards and the resolution was amended.

Mr. Gerald Kreitzman (St. Paul’s, Watertown) rose and started to offer his reflection on problems from the past. Bishop Miller noted that Mr. Gerald Kreitzman was not addressing the resolution. Bishop Miller redirected the conversation and made it a teachable moment about the importance of:

- being proactive
- creating a better Canon
- reaching out to and standing with each other

Mr. Gerald Kreitzman (St. Paul’s, Watertown) reminded the convention that the people of a diocese take an oath of loyalty to the Bishop of a diocese; that the Bishop of a diocese takes an oath of loyalty to the people of the diocese. He said that the task force should consider including an oath of loyalty in the revised Canon 28.

Bishop Miller recognized it as a possible consideration, even for vestries.

The Very Rev’d Andrew “Andy” Jones (St. Andrew’s, Madison) rose to speak to the convention as one of the drafters of the resolution. He compared the canons to fences that, when we know where they are, when they are clearly organized and define, they allow us to take advantage of our relationships with each other; and when the canons are fuzzy, they leave us confused. He noted that this resolution was simply about creating a task force to review Canon 28 and to prepare a resolution redefining Canon 28 for next year’s convention.

Mr. Bill Robison (Trinity, Wauwatosa) moved to remove the last **RESOLVED** from the resolution. It was seconded.

Mr. John Washbush clarified with Mr. Bill Robinson that the amendment was to divide the resolution into two parts:

PART I -- RESOLVED 1-5
PART II -- RESOLVED 6

Bishop Miller called for a discussion on the amendment.

The Very Rev’d Scott Leannah (St. Mary’s, Dousman) spoke in opposition to the amendment noting that it was important to keep what the canon reflects and the process for achieving it together.

Mr. Craig Korn (St. Francis, Menomonee Falls) spoke in favor of the amendment noting that there may not be enough time to not only rewrite the canon but to also create the process for following it.

Ms. Sharon Henes (St. Dunstan’s, Madison) spoke in opposition to the amendment noting that it is important to look at everything, to take up the canon as a whole.

Mr. David Yaeger (St. John’s, Burlington) asked for further clarification of the scope.

Mr. Bill Robison (Trinity, Wauwatosa) redefined his rationale for dividing the resolution.

Seeing no one else at the microphones, Bishop Miller called for a vote on the amendment. The amendment did not carry.

Bishop Miller asked if there was further discussion. Hearing nothing, Bishop Miller called for a vote on the resolution as initially presented and further amended to change the task force number. The resolution passed as so amended.

II. – Resolution Regarding 2017 Clergy Minimum Compensation

BE IT RESOLVED, that the clergy compensation levels for 2017 will be increased either by virtue of the clergy being placed in a higher range on the minimum compensation grid OR by the calculated percent of 1.197%, whichever is greater. This calculated percent is derived from a blended formula consisting of four economic indicators (see explanation).

| YEARS EXPERIENCE | MINIMUM TOTAL CASH COMPENSATION* |
|-----------------------------|---|
| 0 – 2 YEARS | \$54,062 |
| 3 – 7 YEARS | \$58,877 |
| 8 – 12 YEARS | \$66,902 |
| 13 – 18 YEARS | \$74,927 |

* The Total Cash Compensation (TCC) package is defined as the sum of salary (stipend), housing and utilities allowance, and self-employment tax (SECA); part time clergy should meet these minima on a pro-rated basis.

We recognize that there may be extenuating circumstances preventing a congregation from meeting these minima. Any exceptions must be approved by the Office of the Bishop.

Submitted by Professional Standards and Support Committee:

The Rt. Rev. Steven A. Miller
 Canon Peggy Bean
 The Very Rev. Scott Leannah
 The Rev. Jason Lavann
 Ms. Jan Merkt
 Mr. Tom Scrivner
 Ms. Marlene Udovich

Bishop Miller stated that the Resolution 2017 Clergy Minimum Compensation had been placed before the convention and that because a Committee had brought the Resolution, it is considered moved and seconded.

Bishop Miller asked if there was any discussion on the Resolution.
 Bishop Miller further noted that the Resolution was simply advisory.

Bishop Miller, seeing no one move to any microphone, called for a vote.

The Resolution carried as presented.

Report from Canon Peggy Bean, Canon for Congregations

It is all about relationships!

Please see Appendix III, for Canon Peggy Bean’s Report

Clergy New to the Diocese

Bishop Miller introduced clergy recently ordained in and working for the diocese, along with clergy new to the diocese.

The Rev’d Lars Skoglund – PiC St. Aidan’s, Hartford
 The Rev’d Dr. Esther Kramer – St. John Chrysostom and Nashotah House, Delafield
 The Rev’d Nancy Hills – The Cathedral Church of All Saints, Milwaukee
 The Rev’d Mindy Valentine Davis – PiC St. James’, West Bend
 The Rev’d Ian Burch – Rector St. Mark’s, Milwaukee
 The Rev’d Larry Glenn – PiC St. Andrew’s, Monroe
 The Rev’d Albert Majkrazk – Holy Cross, Wisconsin Dells
 The Rev’d Helen Tester – PiC St. Paul’s, Beloit

Report of the First Ballot/Need for a Second Ballot

Mr. John Washbush, the Parliamentarian, reported the results of the first ballot:

Title IV Disciplinary Board (Clergy)

The Rev'd Gary Manning

Title IV Disciplinary Board (Lay)

Ms. Sharon Henes

Mr. Peter Wright

Standing Committee (*Clergy*)

The Rev'd Jonathan Melton

Standing Committee (*Lay*)

Ms. Sheryl Slocum

General Convention Deputy (*Clergy*)

The Very Rev'd Martha Berger (Chair)

General Convention Deputy (*Lay – in order of election*)

Mr. John Washbush (Chair)

Mr. Peter Larson

Ms. Carlynn Higbie

Mr. William Robison

Bishop Miller announced that a second ballot was required for:

General Convention Deputy (Clergy)

Mr. John Washbush, Parliamentarian, explained the process for the second ballot. The lay deputies and clergy completed the second ballot and the tellers collected them.

Bishop Miller noted that:

--the time was 11:55 a.m.

--there were box lunches in the hall

--the deputies were invited to visit the vendor displays

Bishop Miller recognized The Rev'd John Tait Allen (St. James', Milwaukee) who encouraged the deputies to meet up with him or The Very Rev'd Kevin Carroll (Cathedral Church of All Saints) regarding an Advent program.

Bishop Miller recognized Mr. Terry Zimmerman (St. Paul's, Milwaukee) who offered his and the appreciation of the congregation at St. Paul's, Milwaukee for The Rev'd Steve Teague, retiring rector of St. Paul's, Milwaukee.

Bishop Miller led Noon Day Prayer from the daily office.

LUNCH – 12:00-1:00 p.m.

Bishop Miller Reconvened the Convention at 1:00 p.m.

Second Ballot Results/Need for a Third Ballot

Mr. John Washbush reported the results of the second ballot:

General Convention Deputy – (Clergy)
The Very Rev'd Andrew “Andy” Jones
The Very Rev'd Kevin Carroll were elected

Bishop Miller announced that a third ballot was required for:

General Convention Deputy – (Clergy)

Mr. John Washbush, Parliamentarian, explained the process for the third ballot. The lay deputies and clergy completed the third ballot and the tellers collected them.

Bishop Miller called The Rev'd David Simmons, Co-President of the Standing Committee, to the microphone for an announcement to the convention.

The Rev'd David Simmons asked that all current members of the Standing Committee and those elected to the Standing Committee today meet immediately after the convention to carry out some outstanding business.

2017 Diocesan Budget – A Parliamentary Moment

Bishop Miller recognized Dr. Jennifer Henery, Dispatch of Business, for the purpose of clarifying the conduct of business pertaining to the budget. Dr. Jennifer Henery explained the procedures for approving the budget and parish assessments.

Bishop Miller recognized Mr. Clyde Bachand, Treasurer of the Diocese, for the budget report.

Bishop Miller reminded the convention that this portion of the report is an informal presentation of the Program and Budget; that the formal presentation is the printed material in the convention packets.

Mr. Clyde Bachand summarized the 2017 Diocesan Budget specifically noting the pie charts.

--He highlighted that, of the proposed \$1,529,097.00 in **Revenue**, 91% is from parish assessments.

--He also noted the major areas of **Expenses**.

Mr. Clyde Bachand felt that the 2017 Diocesan budget was fiscally prudent.

Bishop Miller asked if there were any questions, again noting that this was the time for questions seeking information or clarification not for debate.

Ms. Sharon Henes (St. Luke's, Madison) questioned item 3 under Administration:

Building Study fees is a new line item for the 2017 proposed budget. The proposed budget for 2017 is \$10,000.00. These fees pertain to the study needed for the foundation issues experienced at Nicholson House.

She sought clarification as to where further monies would come from if the study recommended further work.

Bishop Miller explained that the Executive Council had specified that further monies would come from the Foundation, which has money set aside for use on facilities and buildings across the diocese.

With time for questions over, it was moved and seconded to adopt the budget as presented.

Bishop Miller asked if there was any debate on the budget.

Ms. Evy Gildrie-Voyles (St. Dunstan's, Madison) wondered why all the monies for the Nicholson House building study weren't coming from the Foundation?

Mr. Clyde Bachand explained that currently, it had not been exactly determined where all the monies would come from; for all intents and purposes, the \$10,000.00 was simply functioning as a placeholder.

Bishop Miller gave some historical background on Nicholson House, as well as noted its importance to the diocese.

Bishop Miller asked if there was any further discussion or debate on the budget.

Seeing no one at the microphones, Bishop Miller called for the vote to adopt the 2017 budget. It passed by voice vote.

Bishop Miller thanked Mr. Clyde Bachand for his report and his diligent work on the budget.

Report of the Committee on Privilege and Courtesy

Bishop Miller recognized Mr. Peter Larson (St. Paul's, Milwaukee) for the reading of the Privilege and Courtesy Resolutions.

The Mr. Peter Laron presented the following:

169th Annual Convention of the Diocese of Milwaukee The Resolutions of Courtesy and Privilege 2016

- 1) **BE IT RESOLVED** that this 169th annual Convention sends its blessings and good wishes to the Planning Committee for this Convention and particularly to Ms. Diane Brown, coordinator for volunteers and tellers.
- 2) **BE IT FURTHER RESOLVED** that this gathering express its heartfelt thanks and gratitude in acknowledgment of the diligent work of the Bishop's staff at Nicholson House in all of its work and in the preparation for and the conduct of this event, including the volunteers who assisted in the preparation of all the Convention materials, and especially to the Rev. Marge Kiss, their coordinator and captain, as well as the indefatigable recording secretary of this body, without whose efforts our work today might be unknown to the generations ahead.
- 3) **BE IT FURTHER RESOLVED** that thanks be given to our Chair of Resolutions Committee, the Rev. Cathy Milliken; to the Chair of the Nominations Committee, the Very Rev. Matthew Buterbaugh; the Chancellor, Stuart Parsons; the Treasurer, Clyde Bachand; the Parliamentarian, John Washbush; the Historiographer, the Rev. Evelyn Payson; the Head Teller, the Rev. Dr. Esther Kramer, for their assistance and leadership in many ways, visible and invisible.
- 4) **BE IT FURTHER RESOLVED** that this gathering extend its greeting and prayers to the members and clergy of St. Paul's Church, Beloit, as they celebrate the 175th year of ministry.
- 5) **BE IT FURTHER RESOLVED** that this gathering extend its greeting and prayers to the members and clergy of the Church of St. John in the Wilderness, Elkhorn, as they celebrate the 175th year of ministry.
- 6) **BE IT FURTHER RESOLVED** that this gathering extend its greeting and prayers to the members and clergy of the Church of the Good Shepherd, Sun Prairie, as they celebrate the 50th year of ministry.
- 7) **BE IT FURTHER RESOLVED** that this Convention extend its greetings and offer the prayers of its members to the clergy and people of the Diocese of Newala, their bishop, the Rt. Rev. Oscar Steven Mnung'a, and his wife Agnes, and to Sister Helena and the sisters of the Community of St Mary of Nazareth and Calvary at their house in Newala, Tanzania.

- 8) **BE IT FURTHER RESOLVED** that this Convention extend its greetings and offer the prayers of its members to the clergy and people of the Diocese of Haiti, their bishop, the Rt. Rev. Jean Zache Duracin, especially during this time of affliction from Hurricane Matthew.
- 9) **BE IT FURTHER RESOLVED** that this Convention extends its greetings to our ecumenical partners: in the Evangelical Lutheran Church in America, to Rev. Paul D. Erickson who is being installed today as Bishop of the Greater Milwaukee Synod, to Rev. Mary Froiland, Bishop of the South Central Wisconsin Synod, and to Rev. Jim Arends, Bishop of the LaCrosse Area Synod, and to the people and clergy of their parishes; in the Moravian Church, to Brother Bruce Nelson, President of the Western District Synod, and to the people and clergy of its parishes; to all the other member Churches of the Wisconsin Council of Churches, Rev. Scott Anderson, Executive Director, and to the people and clergy of all of their parishes; and, to all other Churches, including the Roman Catholic Church, to the Most Reverend Jerome Listecky, Archbishop of the Milwaukee Archdiocese, and to the Most Reverend Robert Morlino, Bishop of the Madison Diocese; and to the people and clergy of all of these Church's parishes; that we might continue to seek unity among all Christians, and to serve the world together in the name of Christ.
- 10) **BE IT FURTHER RESOLVED** that this Convention send its greeting and prayers to the people and clergy of the Diocese of Fond du Lac, and to their bishop, the Right Reverend Matthew Alan Gunter and his wife, Leslie.
- 11) **BE IT FURTHER RESOLVED** that this Convention send its greeting and prayers to the people and clergy of the Diocese of Eau Claire, and to their bishop, the Right Reverend William Jay Lambert and his wife, May Ruth.
- 12) **BE IT FURTHER RESOLVED** that this Convention send its greetings and prayers to Prudence "Pru" White, widow of the Right Reverend Roger J White, tenth bishop of the Diocese of Milwaukee.
- 13) **BE IT FURTHER RESOLVED** that this Convention affirm its affection for and gratitude to the family of our bishop, to Cindy, his wife, and to their daughters, Lauren and Haley, recognizing the support they give their husband and father, as he carries out episcopal ministry among us.
- 14) **AND FINALLY, BE IT LIKEWISE RESOLVED** that this 169th Convention of the Diocese of Milwaukee express its gratitude for the leadership, dedication and pastoral guidance of our bishop, the Right Reverend Steven Andrew Miller, D.D., consecrated 14 years ago on October 18th, and let us recommit ourselves to pray that the Holy Spirit continues to strengthen and direct his ministry with us and among us.

Bishop Miller asked for a motion to accept the Privilege and Courtesy Resolutions as one entity. It was so moved and seconded. Bishop Miller called for a vote. The Privilege and Courtesy Resolutions carried with a unanimous voice vote.

170th Convention of the Diocese of Milwaukee

Bishop Miller announced that the 170th Convention of the Diocese of Milwaukee will be at St. John's Northwestern Military Academy, Delafield, WI on October 14th, 2017.

Bishop Miller asked the convention to fill out the Evaluation and Feedback Sheets that were in each folder.

Third Ballot Results

Mr. John Washbush, Parliamentarian, announced the results of the Third Ballot:

General Convention Deputy (Clergy)
The Rev'd Marge Kiss

Bishop Miller announced the election concluded. He thanked all who ran for office.

Blessing and Dismissal

Bishop Miller asked Mr. Gerald Kreitzman (St. Paul's, Watertown) to adjourn the 169th Convention of the Diocese of Milwaukee. Mr. Gerald Kreitzman so moved. It was seconded by many. Bishop Miller noted that adjournment was not debatable and so called for a vote. The motion carried by unanimous voice vote.

Bishop Miller offered a final prayer and his blessing.

The convention was dismissed by The Rev'd Marge Kiss: *Go in peace to love and serve the Lord.*

The meeting adjourned at 1:30 p.m.
Respectfully Submitted,

Reverend Margaret M. Kiss, Deacon
Executive Secretary

Appendix I (a) – Bishop's Shield Awards



The 169th Annual Convention of the Episcopal Diocese of Milwaukee

The Bishop's Shield Award Presented to Ann Brophy

With a wide smile and generous heart, Ann Brophy has led the Episcopal Diocese of Milwaukee - Haiti Project partnership with St. Marc's Parish, School and Health Clinic in Jeannette, Haiti for 10 years.

Ann Brophy's Irish German heritage has served her well. She has a love of God, love of life, love of children, a sense of humor and draws energy from her deep faith, when many would be exhausted. The old saying goes "if you want to get something done, ask a busy woman!" Ann started supporting the Haiti Project by sponsoring children at St. Marc's School because her middle name is "Compassion." Through her friendship with Carl and Mary Alice Eschweiler and her involvement at Trinity Church Wauwatosa, working at St. Mary's Strawberry Fest, hosting Haitian guests, helping pack shipments of supplies, Ann became increasingly engaged. She made her first trip in 1996, and was moved by what she experienced. Her gifts as a physical therapist were widely used that week. While visiting a woman who had suffered from a stroke, Ann was able to educate the family about how to get her outdoors and to help her exercise. To them, she was nothing short of a miracle worker. Through her love of music, arts and crafts, Ann has shared her many talents and prayers with the Haitian community.

Working with four different Haitian priests over ten years was not easy. Ann communicated cross-culturally and traveled to Haiti keeping the goal of expanded access to education and basic health care services as her focus, in spite of challenges. Whether close to home or abroad, Ann is a strong advocate for the educational needs of all children -- tutoring in Milwaukee weekly or encouraging support for St. Marc's in Jeannette. Undaunted by natural disasters in Haiti or recession in this economy, Ann dedicated the past decade to educating her fellow Episcopalians and others to remain faithful to expanded access to education in rural southwest Haiti.

It is evident working with Ann that she draws from a deep well of joy steeped in her intimate knowledge of God's love for her and all people. From her experience of God's abundance, Ann has invited so many in this Diocese to enter in to their relationship with Christ through the Haiti Project. To see with the eyes of Christ and acknowledge Christ in one another is to leave the sidelines of life and enter into the work of the Kingdom. As a faithful follower of Christ, Ann has modeled upholding the preciousness of human dignity whether in Haiti or in a Steering Committee meeting.

Today, as we celebrate her service and 30 years of the Haiti Project partnership, we know thousands of children in Jeannette and surrounding villages have received an education because Ann Brophy put their needs first. Ann has seen her position as answering a call from Christ to bring the message of our partnership to those in the Diocese and beyond, recognizing how we are bonded with our brothers and sisters through Jesus Christ. I hope you will thank Ann today for her leadership.

The Right Reverend Steven A. Miller
XI Bishop of Milwaukee

Appendix I (b) – Bishop’s Shield Awards



The 169th Annual Convention of the Episcopal Diocese of Milwaukee

The Bishop’s Shield Award Presented to The Ven. Charles “Chuck” Zellermayer

The Venerable Chuck Zellermayer has served as a Deacon in the Diocese of Milwaukee since his ordination on October 2, 1995 to the present day. He began ministry as an archdeacon in the diocese on January 7, 2006 and has served faithfully in that ministry until very recently when he felt called to focus more in parish ministry and to clear the way for new leadership in the archdeacon role.

Deacon Chuck believes deeply in a model of diaconal ministry that seeks to lift up and empower all people as they seek to live their baptismal covenant. Because of that deeply held conviction, his ministry has been one marked by humility, formation of God’s people, and a desire to be with and equip up lay leaders in the various ministerial settings to which he has been assigned. When one thinks of the image of diaconal ministry as a catalyst in the Body of Christ, Deacon Chuck certainly comes to mind.

He is currently serving at St. Mary’s Parish, in Dousman, where he works collaboratively with Fr. Scott Leannah. Deacon Chuck has responsibilities in the areas of training lay liturgical ministers and providing pastoral leadership with ministries associated with Parish Life and Evangelism. He is a member of the parish retreat team, a group planning and implementing a variety of cross-generational experiences designed to help parishioners deepen their faith and grow in relationship with one another. He has taught and led adult formation sessions, assisted with men’s ministry and he is a hard worker and encourager of others when it comes to large parish-wide events such as Strawberry Fest and Fall Fest. Along with his wife, Janet, Deacon Chuck is known and loved at St. Mary’s.

During his ministry among us as archdeacon, Chuck has assisted the bishop liturgically, provided leadership and encouragement and pastoral care to the deacons of the diocese and has been for the bishop of a source of wise counsel.

We thank God for the service of Chuck Zellermayer, a Deacon in the Church, and so it is with joy that we present him with this Bishop’s Seal award this day.

The Right Reverend Steven A. Miller
XI Bishop of Milwaukee

Appendix II – Bishop Miller’s Pastoral Address

Splendor and honor and kingly power are yours by right, O Lord our God. And yours by right O lamb that was slain for with your blood you have redeemed for God from every family language people and nation, a kingdom of priests to serve our God.

Grace to you and peace from God our Father and the Lord Jesus Christ.

Greetings and welcome to this 169th Convention of the Diocese of Milwaukee. It is good to be with you. It is good that we are here to do the work which undergirds our common life as the Diocese of Milwaukee, the Episcopal Church in Southern Wisconsin. It continues to be a joy for me to serve among you as your bishop. A great part of that joy is that I serve with what I believe is the finest group of clergy in the Episcopal Church. I am so proud of the priests and deacons that serve with me in this diocese. They are capable, caring, and dedicated to the ministry of Jesus Christ. They are also on average some of the youngest in the Episcopal Church. You may be interested to know that we are one of only two dioceses, the other being West Tennessee, where over 30% of our clergy are under the age of 35. Many dioceses don't have any and others struggle to crack 10%. This is in part the result of our encouragement of young people to consider seriously ordained ministry at an early age and our active recruitment of younger clergy to serve in our congregations. This is part of a strategy to draw younger people in to our common life. Studies show that clergy tend to attract predominantly those within 10 years either side of their own age. In the congregations they serve I am seeing new and younger faces in the congregation. This makes my heart glad. I am assisted in the work of attracting and recruiting effective and dynamic clergy by Canon Peggy Bean, who is respected throughout the Episcopal Church as a leader in transition ministry, what we used to call deployment and in congregational development and vitality. Peggy is a joy to work with as are the rest of the faithful and dedicated staff at Nicholson House, Patty Jaffke, Barb Klauber, Marlene Udovich, Melissa Badot and Marge Kiss, our Diocesan Secretary.

Two other members of the staff who serve you in the wider Diocese are Kevin Stewart, Diocesan Missioner for Community Engagement and Elizabeth Tester, rector of St. Paul's, Watertown who serves as the Director of Camp Webb. We are blessed by the service and ministry of these dedicated persons. You are well served by them.

But it is not only members of the clergy and the diocesan staff who serve this diocese well. Last night we recognized by the awarding of the Bishop's Shield not only outgoing Archdeacon Chuck Zellermyer but also Ann Brophy, for many years, the volunteer chair of the Haiti Project, an outreach ministry that is dear to many of us. I am grateful for the work of the dedicated members of this diocese clergy and lay who serve on behalf of us all. Please join me in expressing thanks to the members of the Standing Committee, the members of this diocese who serve on Executive Council, the deputies who serve us at General Convention which we will elect today, the members of our Finance Committee led by our Treasurer Clyde Bachand, the Commission on Mission and Development, the Commission on Ministry, the Commission on Professional Standards and Support, the Disciplinary Board, and the Haiti Project especially our Haiti Project Coordinator Heidi Ropa who has taken on the work with passion and joy. Speaking of Haiti, I am asking each congregation of this Diocese to take a special collection in the next few weeks to help our friends in St. Marc's, Jeanette recover from the devastating effects of this week's Hurricane Matthew.

Allow me to conclude these prefatory remarks by taking a moment to thank you for your prayers and support over this past year. As I am sure you all know, in July, I had surgery to repair a torn left rotator cuff. I am grateful for your notes wishing me well and most especially for your prayers. As I wrote you a few weeks after surgery, I am sure that the ease and success of my continuing recovery was in no small part due to the prayers of all of you. I ask for your continued prayers as I continue physical therapy to regain strength and mobility. My surgery this summer was the occasion for a reminder of how blessed I am to have Cindy as a wife and partner, she took good care of me during my recovery.

It has been quite a year in the Miller family and next year promises to be the same. This past January, our daughter Lauren was married at the Cathedral Church of All Saints. She and her husband Joshua now live in St. Louis where they attend St. Louis University and will complete their coursework in May. Haley is a senior at Illinois Wesleyan. She will graduate in May as well. Which means May will certainly be a busy time for us. Please continue to hold Cindy, Lauren, Haley and Joshua in your prayers.

Cindy and I are also in that stage of life familiar to many of you when we are caring for aging parents. Cindy has had to make several trips to Missouri this year to help her mom as she faces health challenges. My parents are dealing with health challenges, too, as well of the challenge of making the decision to move out of their 3 story condo. Please pray for our parents and for us as we help them in this stage of their life.

As I told you last year a multicultural team from across the diocese continues to gather monthly to look at how we can be more inviting to all people in our communities as a first step. And in a follow up step the team is planning how to truly include and incorporate our diverse neighborhoods into our congregations while at the same time learning how our congregations can be incorporated more fully into the wider community. This Convention theme and its workshops yesterday are a part of the fruit of their labors. I am grateful for the presence of Canon Anthony Guillen from the Episcopal Church Center for being with us as our preacher and workshop leader yesterday and for Nick Upthall from the South Central Synod of the ELCA and the Wisconsin Council of Churches. I am also grateful for the hard work of the team that designed our Convention Eucharist in which we put our theme into practice.

Our theme for this Convention is from Every Family Language people and nation a kingdom of priests to serve our God. It is taken from the translation of the song in the Revelation to John found in our Book of Common Prayer.

Splendor and honor and kingly power are yours by right, O Lord our God. And yours by right O lamb that was slain for with your blood you have redeemed for God from every family language people and nation, a kingdom of priests to serve our God.

These words remind us that we are a priestly people called by God to serve him and join in God's mission to every family, language, nation and people. God is calling people to serve him from every language and nation. And we are called in to this priestly ministry by grace through faith to participate in God's Mission, what our presiding Bishop likes to call the Jesus Movement.

It is clear that this time is calling us to reach out in ways that many of us would never have imagined.

Last Sunday as we gathered for worship we heard the lament of the prophet Jeremiah,

Lamentations 1:1-6

How lonely sits the city
that once was full of people!
How like a widow she has become,
she that was great among the nations!
She that was a princess among the provinces
has become a vassal.
She weeps bitterly in the night,
with tears on her cheeks;

among all her lovers
she has no one to comfort her;
all her friends have dealt treacherously with her,
they have become her enemies.
Judah has gone into exile with suffering
and hard servitude;
she lives now among the nations,
and finds no resting place;
her pursuers have all overtaken her
in the midst of her distress.
The roads to Zion mourn,
for no one comes to the festivals;
all her gates are desolate,
her priests groan;
her young girls grieve,
and her lot is bitter.
Her foes have become the masters,
her enemies prosper,
because the LORD has made her suffer
for the multitude of her transgressions;
her children have gone away,
captives before the foe.
From daughter Zion has departed
all her majesty.
Her princes have become like stags
that find no pasture;
they fled without strength
before the pursuer.

Jeremiah, spoke those words after the fall of Jerusalem and the exile of the people of Judah to Babylon. He saw the fall of Jerusalem and the conquering of that city as the result of the apostasy of its people and its leaders. The consequence of the failure to repent and follow God's commands.

As I heard those words my mind was filled with images of communities across this diocese where downtowns and inner cities are boarded up while boxes of corporate greed grow outside of each community, havens for low paying jobs and cheap goods. And I was reminded of the word we the Bishops of the Episcopal Church issued last month in Detroit.

It read in part:

We lament the stark joylessness that marks our present time. We decry angry political rhetoric which rages while fissures widen within society along racial, economic, educational, religious, cultural and generational lines. We refuse to look away as poverty, cruelty and war force families to become migrants enduring statelessness and demonization. We renounce the gun violence and drug addiction that steal lives and crush souls while others succumb to fear and cynicism, abandoning any sense of neighborliness.

But because we are people of faith our word to you did not end on that note. It continues:

Yet, in all this, “we do not despair” (2 Cor. 4:8.). We remember that God in Christ entered our earthly neighborhood during a time of political volatility and economic inequality. To this current crisis we bring our faith in Jesus. By God’s grace, we choose to see in this moment an urgent opportunity to follow Jesus into our fractured neighborhoods, the nation and the world.

Every member of the church has been “called for a time such as this.” (Esther 4:14)

And what is our call? It is to be from every family language a kingdom of priests. Jesus is the model of our priestly life. He is our great High Priest, the one who reconciled us to God the Father by his giving of himself fully completely and even to death. We are called to share in his priesthood by our own self emptying.

I have spoken about this to you before. In my address to you two years ago, I said:

Self-emptying means surrendering power.

Self-emptying means setting aside privilege.

Self-emptying means putting our wants and needs for the greater good.

Most of us in this room have the privilege of being in the majority. Because of the color of our skin and the history of our nation, most of us have never experienced discrimination or racial profiling. Contrast that with the fact that almost 2 out of 3 children of color live in poverty and that African-American men are many times more likely to be imprisoned than whites for the same crime. We have seen on our televisions this summer the results of this state of being as we watched the events unfold after the death of Michael Brown in Ferguson, Missouri.

Two years later we continue to see more of the same and this time it was not two states away but right here in Madison and even more recently in Milwaukee. It has to stop. And we are called to be the priestly people who lead the effort to put an end to this scourge once and for all. I would remind you of my message to you in July following another week of senseless violence.

The definition of insanity is doing the same thing while expecting different results. We are the perpetrators and victims of this insanity unless we are willing to come together to make the necessary changes, personally and corporately, that will allow God’s justice to shine through.

That is why I continue to labor with Bishops of this Church in addressing the issues of Racism and Gun Violence. This coming year, in Easter week, Bishop’s United Against Gun Violence will hold its second conference. This time we will be meeting in Chicago. A part of our time together will include a public liturgy making witness and standing together against the unholy trinity of poverty, racism, and violence in the name of the Triune God of abundance, equality, and peace. I hope some of you will attend our conference. You can learn more about it on our Facebook page. I hope many of you and others from your congregations will come down and join us for this public witness.

Our common life as a priestly people is undergirded by the work we do today. This Convention has three responsibilities to elect people to serve in diocesan offices and as deputies to General Convention. Those elections are already underway. I am grateful for all those who have offered to serve and are willing to stand for election.

The second responsibility of this convention is to pass a budget. I know that over 90% of our budget comes from the faithful giving of the members of this diocese. Throughout my episcopacy aided by a succession of faithful and skilled treasurers and in consultation with your elected representatives, the executive council, I have strived to be a faithful shepherd of our common life and a steward of our diocesan finances. The current budget is no exception. It is a bare bones budget. What it does reflect though is a reallocation of assessments to reduce redundancies while continuing to strengthen our common life. For example, over the last few years the duties and work of the finance office have expanded by taking over some of the administrative duties once given to a Canon to the Ordinary or earlier in my episcopacy to a Canon for finance and administration and to providing direct help to congregations when they have financial questions and issues.

We have also been able to bring in some help for our Director of Finance so that she may spend less time in the weeds of payables and receivables and more time helping congregations and supporting the work of volunteers. The position of Camp Webb Director has been reduced in hours which has allowed us to partner with St. Paul's, Watertown by us purchasing a portion of their rector's time to oversee this program. This helps them to continue to have full time clergy presence. And camp is thriving and expanding under this model. In addition, we have added a part time missionary for Community Engagement who helps us develop in partnership with others ministries that serve those in need. I believe the budget presented to you by the Treasurer and Executive Council is a good budget and I ask you to adopt it.

The other work of this Convention is Resolutions. There are two before you. One is the annual canonically required resolution from the Executive Council through the Committee on Professional Standards and Support setting diocesan minimum compensation for clergy. Remember these are minimum standards that serve as guidelines. They have no canonical force. They set norms.

The other resolution calls for the creation of a task force to look at Canon 28, a canon that is at best unclear and needs repair. A copy of that canon is in your packet. Before we begin discussion of that resolution I am going to ask you to take some time at our table to read the current canon. A clear reading will show that it needs to be updated and revised. I would remind you that the only action the resolution anticipates is the creation of a task force jointly appointed by me and the Standing Committee. The need is clear. What does styled as a parish mean. The canon is unclear and contains outdated language and both of these things are unhelpful. A part of the task of those appointed will be to provide a mechanism for partnership with congregations in need and in severe decline to restore them to health. We are already engaged in such partnerships with Zion, Oconomowoc and St. Luke's. Bayview.

Next year you will have an opportunity to receive the report of the Task Force and accept, reject, or modify their proposals. But we need to move on this. As I said earlier the definition of insanity is to do the same thing, in this case nothing, and expect different results. Pass this resolution for the good of us all.

This is my 14th Convention as your diocesan bishop. Looking back on these last 13 years, I can truly say we have come a long way together. Our Diocese is leaner than when I began but it is also stronger, more nimble, and more united than when we began our work together. As I prepare to celebrate my thirteenth anniversary as your bishop, I look forward to our work together in the years ahead confident that together we can do all things through Christ who strengthens us.

Appendix III – Report of Canon Peggy Bean, Canon for Congregations

Thank you Bishop

I want to first thank the commission on Mission and Development and the Multicultural group for the outstanding workshops yesterday. If you did not attend the Mission and Development one about getting to know your neighbor please see me before you leave today we have a flash drive loaded up your church's demographics plus a whole lot more.

It is wonderful to be here today and to share stories of relationships from around the diocese. My role in transition ministry and congregational development enables me to hear and sometimes to be a part of building, nurturing and deepening relationships with all of you.

It is all about relationships! We say this all the time and we really do mean it.

- I tell discernment committees in congregations in transition the very first time you connect with a candidate you are starting a new relationship. It isn't just let's get through the tasks of interviewing, visiting etc. It is about forming a solid foundation for an important relationship between clergy and the congregation.
- For clergy we have a Fresh start group (for those in a new position) and it has the intention and the space for clergy to develop new and/or deepen existing relationships with fellow colleagues.
- We see on every feedback form we receive from a Leadership Day the participants say how happy they are to have time with others, to share stories and to learn from one another. And if we don't put enough time in for that, believe we hear about it. It is all good because we know that is a highlight – it is highlight for us planning the day as well.
- At Diocesan Church Development Institute is a joy and delight to see people greet each other after they have been apart for a few months. And especially to see them help one another throughout the weekend whether it is trying to understand a concept or to support each other with a learning goal. The Milwaukee trainers just got back from the Diocese of Long Island two weekends ago and we felt the warmth and the joy these people had for each other and for us. It is their second year with the program and we could see the respect, interest and care they gave to one another when a year ago they didn't even know each other. We have been thrilled to share our experiences in Long Island and to learn from them as well.
- If you want to see the building, the nurturing and care of relationships take a look at the Central convocation – they have been meeting for a couple of years consistently and have such a strong sense of community. They worship, pray, laugh, eat, support each other and do ministry together. (and wear the same color and style t shirt)

It is all about relationships.

There is one relationship that **we all share** yet I don't think we actually talk about it as often as perhaps we should and that is our individual relationship with God. **Our** personal relationship with God is the source of our passion and flows from our relationship with Jesus. Who we are in Christ and how we live our lives in this world stems from the **time we spend with God**. When our hearts are fixed on him and we keep the space open for the Holy Spirit to lead and guide us with our families, coworkers, community, activities and our churches **we are then** fed and nourished. It becomes a healthy cycle of spending time with God, centered on God and listening for where God is guiding and then going, doing, meeting and being who God is calling us to be.
Transforming ourselves and those around us.

When this cycle is being lived out we can see it in our actions, we **can feel** in our communities it is **the inspiration** that keeps us going. I want to share with you some examples of where we can see the fruits of spending time with God and where that leads.

Sometimes it is in a new relationship.

How do we get started forming and building new relationships? One small step at a time.

St. Luke's in BayView had been without clergy leadership for a few years and the lay leadership began to ask why are we here? What is God wanting us to pay attention to? They knew they needed to look outside and **to actually go outside**. A community garden was planned and built and their discovery was when you are outside in the neighborhood people talk. People were curious and when they heard the community garden was for the local food pantries and meal programs they offered their plants as well. New relationships with neighbors, churches and community groups began and are now being nourished as the garden nourishes the neighborhood.

Kevin Stewart – Deacon for Community Engagement started with meeting one person at a time as a way to understand the city of Milwaukee. The city of Milwaukee has significant racial issues and tension in the community. We, the Episcopal Diocese of Milwaukee does not have one church building in the black community where the greatest tensions are. Meeting people and forming relationships in order to a voice – to be a partner is our first step. Kevin has been meeting people daily at meetings, funerals, coffee shops and through these conversations he and a few others began Collars on the Corner. The tools needed are simple: have a prayer box, a smile and a willingness to listen and pray with and for others. He has established a relationship with MPS (Milw. Public Schools) to be present, to listen and to be available. These relationships and many others Kevin started during these past 8 months began with going to a meeting and introducing himself to people he didn't know, yet.

The issues of community unrest and violence toward one another has been a topic of many discussions at Trinity in Wauwatosa with the question of what can we do? Gary Manning the Rector of the congregation went to a prayer service at St. Mark's African Methodist Episcopal Church in Milwaukee and met the pastor Darryl Williams. After several conversations with Pastor Williams **the two of them were able to talk about their realities**. People at St. Mark's AME only having black friends and people at Trinity only having white friends – could there be a way to change this? Could a group from St. Mark's AME and a group from Trinity begin meeting and hopefully developing friendships? This is a work a progress and we ask for your prayers for new friendships to be born.

Delavan has the highest Latino school population at almost 45%. The city itself has a Latino/Hispanic population of 30%. Christ Church is in the midst of this growth and changing community. The Rev. Joel Prather began his ministry at Christ church in June of 2014 and he had been told there was a need for Spanish speaking services however the parish wasn't sure how to go about meeting this growing community. Joel was meeting parishioners so he added meeting the Latino and Hispanic business owners to his list as well. He makes sure he buys bakery from the Anglo bakery and the Hispanic Bakery for every meeting. Through these many conversations with business owners he discovered some needs and with help of Pedro Lara a seminarian from Nashotah they offered a financial planning class in Spanish to see who would come. People did come and new friendships were started. Joel and his family were invited to a lunch with a Latino family and this family came to church. **Meeting people where they are rather than waiting and hoping they come through those red doors** was the small step needed. The friendships continue to be made, one at a time.

New relationships can be exciting and when the newness wears off they can become stale and taken for granted.

Healthy and growing relationships need care. We often talk about how to welcome people that first or second Sunday but what about after that? How are congregations nurturing and deepening their relationship with God collectively and as individuals? How are they nourishing relationships in the church and outside the church and with our changing demographics? How do we put that healthy cycle of spending time with God and listening for what is next when we've become complacent?

Strengthening what we do have, our gifts, is a good way to start as is partnering with others who have gifts we may not have. We don't have to be in the lead all the time, if someone is doing something we are passionate about – **then join them!** Let's look at participating and being a part of something that is important to us. God calls us into community and asks us to listen to each other, to those around and to see Christ in perhaps places we didn't expect. The Spirit draws us and we need to be listening and willing to try, to take that first step and to join with others.

The Churches in the Lake Country area: Hartland, Sussex, Pewaukee, Delafield and Oconomowoc have been meeting on a regular basis to form community and they have built good relationships around education. Together they formed a lecture series and planned fellowship times over the last couple of years. This year with the addition of Scott Seefeldt at Zion and Lars Skoglund at Hartford (new to the group) they formed a youth group. What is interesting is they tried to form a youth group at the beginning of their collaboration before their relationship was really formed and it never took off, but now after they have been meeting, learning and having fun together they could tackle the need for a combined youth group and how that would be led. They each had to give up something in order to be part of the whole. The group meets on a neutral site – Nashotah House and they share in the responsibilities. They have been averaging 30 students coming together to form new friendships. These relationships continue to deepen and are great examples to the youth about the importance of community.

Old relationships can carry some baggage. I have heard many times from one church or another that they can't do ministry with a particular church because of something in the past. And it may truly not have been a good situation but that doesn't mean we stop trying. Trinity in Platteville and Trinity in Mineral Point are an example of let's keep trying as is St. Andrew's Kenosha and St. Matthew's in Kenosha. For the western part of the diocese many churches have shared clergy and it hasn't always been the best situation but when the Trinitys were in transition they had to look deeply at their ministry and the options before them. I am happy to say they came to the conclusion that they should try to do ministry together. We just had a combined vestry day where they organized a task force to look at ways they can do ministry together. It is a long road and they will hit some bumps as they figure this out but in the meantime they are having fun and they are looking at mission with fresh eyes.

St. Andrew's in Kenosha had a transition as well with the retirement of the Rev. Gari Green. The leadership knew they did not have the financial or people resources to continue on alone and they took the step to begin meeting at St. Matthew's in Kenosha just a mile away. Sure there are some stories around these two churches in Kenosha but what matters today is both congregations see they are stronger together. We still don't know exactly what happens to the property or the details of what may be next, but they are worshipping together and rebuilding a relationship. We will see what God has in store for the people of Kenosha.

We have heard about forming new relationships, strengthen and deepening ongoing relationships with those around us but what about deepening our individual relationship with God? Our personal relationship with God?

There are many ways including worship, Bible study, Daily office, personal devotions and study. And there are creative ways that really can capture the imagination and help people connect with God in perhaps a new way. We are all different and need to be open to new ways – no judgment or ranking which is more important

because what we care about is that people connect with and know God. That we find that healthy cycle of being present and spending time with God as we live and serve as each of us is being called.

I want close with an example from St. Dunstan's in the Madison/Middleton area who capture this creative way of spending time with God and deepening that relationship. This past summer the entire church spent time reading and learning about the Book of Tobit. Part of the deepening involved a creative process in order to use more of their senses. They hired an artist to help them dig deeper into the story using their creativity. Their goal was to build a diorama and in order to do so they needed to know the story and to **understand the life** of Tobias and Sarah. They discussed what scene would capture the essence of the life of Tobias and then they hunted and gathered an assortment of items to use to help create it in diorama form. You can see pictures on our website under Congregations in Action. The children also learned about Tobias and Sarah and how their character and integrity relate to us today. They were able to write Icons of their choice – Tobias or Sarah as a reminder of the courage, faithfulness and resourcefulness.

I am inspired by these many different stories and actions from around our diocese. I hope they inspire you as well. A summation from *Proverbs 4:23 Above all else, guard your heart, for everything you do flows from it.*

So I leave you with three questions.

How are you spending time with God?

What are you hearing?

And where/what do you think you are being called into?

Thank you