

RESOLUTIONS

***EPISCOPAL DIOCESE OF MILWAUKEE
168th ANNUAL CONVENTION***

***ST. JOHN'S NORTHWESTERN MILITARY ACADEMY
DELAFIELD, WI***

OCTOBER 17, 2015

***Corrected Final Version
September 10, 2015***

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EPISCOPAL DIOCESE OF MILWAUKEE 168th ANNUAL CONVENTION

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1. The Use of Alcohol at Functions Held by Parishes and Entities of the Episcopal Diocese of Milwaukee
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1. The Use of Alcohol at Functions Held by Parishes and Entities of the Episcopal Diocese of Milwaukee

BE IT RESOLVED, that the Church aspire to be a place in which conversations about alcohol, substance misuse, or addiction are not simply about treatment but about renewal, justice, wholeness, and healing, and we affirm that Recovery Ministries of The Episcopal Church has long been and continues to be a valuable resource for this work; and be it further,

RESOLVED, that the Episcopal Diocese of Milwaukee adopt the following amendments to its existing policy on alcohol use and misuse; incorporate language related to other substance misuse; and encourage congregations, seminaries, schools, young adult ministries, and affiliated institutions to update their policies on the use of alcohol and other substances with the potential for misuse:

1. The Church must provide a safe and welcoming environment for all people, including people in recovery.
2. All applicable federal, state and local laws should be obeyed, including those governing the serving of alcoholic beverages to minors.
3. The adult monitoring the service of alcoholic beverages must not drink alcoholic beverages during the time of execution of his or her responsibilities. If hard liquor is served, a certified server is required.
4. Food prepared with alcohol does not need to be labeled, provided the alcohol is completely evaporated by the cooking process; however, it is recommended that even in this case the use of alcohol in cooking be noted on a label.
5. The serving of alcoholic beverages at church events should not be publicized as the focus of, or an attraction of the event, e.g. “wine and cheese reception,” “cocktail party,” and “beer and wine tasting.”
6. Ministries inside or outside of congregations will make certain that alcohol consumption is not the focus of the ministry and that drinking alcohol is not an exclusively normative activity.
7. The groups or organizations sponsoring the activity or event at which alcoholic beverages are served must have permission from the clergy or the vestry. Such groups or organizations must also assume responsibility for those persons who might become intoxicated and must provide alternative transportation for anyone whose capacity to drive may be impaired. Consulting with liability insurance carriers is advised.
8. Recognizing the effects of alcohol as a mood-altering drug, alcoholic beverages shall not be served when the business of the Church is being conducted.
9. Clergy shall consecrate an appropriate amount of wine when celebrating the Eucharist and perform ablutions in a way that does not foster or model misuse.

EXPLANATION

The Episcopal Diocese of Milwaukee has long acknowledged The Episcopal Church’s established tolerance for the use of alcohol, which in some cases has contributed to its misuse, and has undermined a climate of wholeness, wellness and holiness for all. At our Diocesan Convention in

1984, the Diocese adopted an official Policy on the Service of Alcoholic Beverages, in response to action at the 64th General Convention. That policy, herein incorporated as originally adopted, has remained the official policy of this Diocese for the 31 years that followed. It reads:

Whereas:

The 1979 General Convention of the Episcopal Church has urged each Diocese to adopt a policy statement on the service of alcoholic beverages, and

Though it is permissible to drink alcoholic beverages, it is equally permissible to choose not to drink alcohol, and

Some persons, for health reasons, cannot drink alcohol, and

Some persons choose not to drink alcohol and any Church function should be equally open and enjoyable to them, and

The Church certainly does not ban the use of alcohol but cannot condone drunkenness or illegal use of alcohol,

Be it Resolved:

That the following guidelines be adopted as the policy of the Episcopal Diocese of Milwaukee regarding the service of alcoholic beverages at any Church function other than the Eucharist within the Diocese:

- 1. It is not necessary to serve alcoholic beverages at any Church function.*
- 2. When alcoholic beverages are served, non-alcoholic drink(s) must be equally available and served in an equally attractive manner.*
- 3. Beverages must be clearly marked as to whether they are alcoholic or alcohol-free.*
- 4. Food should be served in conjunction with the availability of alcoholic beverages.*
- 5. Access to beverages must be controlled so that minors and intoxicated persons are not served alcoholic drinks.*
- 6. Non-church functions taking place on Church property are to be required to conform to these guidelines.*

At the 78th General Convention, the Church revisited and updated the alcohol use and misuse policy of The Episcopal Church, recognizing that our Church culture too often avoids hard conversations about alcohol use, and the role of forgiveness and compassion in healing and recovery; and that through both action and inaction, has continued to contribute to an environment that can and has permitted and supported abuse and misuse. As a result, the Convention passed Resolution A158, updating the policies of The Episcopal Church, and committing to create a new normal in our relationship with alcohol. As such, the new resolution is presented in order to update and expand on the existing policy of the Episcopal Diocese of Milwaukee, incorporating the goals and language of A158 where such language differs.

Submitted by the Diocesan Deputation to the 78th General Convention of The Episcopal Church: The Rev. Andrew Jones, Mr. William Robison, The Rev. Mike Tess, Mr. Peter Larson, The Rev. Anna Doherty, Ms. Janet Finn, The Rev. Martha Berger, Mr. John Washbush, The Rev. Dr. Miranda Hassett, and Ms. Carlynn Higbie.

2. Denouncing Racism

BE IT RESOLVED, that the Episcopal Diocese of Milwaukee confesses that the abomination and sin of racism continue to plague our society and our Church at great cost to human life and human dignity; and in light of the recent Annie E. Casey and Race to Equity Reports, we formally acknowledge our historic and contemporary participation in this evil and repent of it; and be it further

RESOLVED, that in response to General Convention Resolution A182, the Episcopal Diocese of Milwaukee affirms as a top priority the challenging and difficult work of racial reconciliation through prayer, teaching, engagement, and action; and be it further

RESOLVED, that the Episcopal Diocese of Milwaukee understands and affirms that the call to pray and act for racial reconciliation is integral to our witness to the gospel of Jesus Christ and to our living into the demands of our Baptismal Covenant; and be it further

RESOLVED, that a task force will be formed to provide anti-racism training materials and resources to all parishes in the diocese and that all parishes be encouraged to make use of these materials and resources to facilitate conversation and action within their own communities in the coming year; and be it further

RESOLVED, that data will be collected from parishes within the Episcopal Diocese of Milwaukee, recording their use of anti-racism materials and their subsequent actions taken, and that this data will be presented at the 169th Annual Convention of the Episcopal Diocese of Milwaukee in 2016.

EXPLANATION

Despite decades of effort, people of color in the United States do not have the same opportunities as white people. African Americans do not receive the same treatment from schools, banks, governmental agencies, police forces, or social service agencies.

In recent decades a series of policies and judicial decisions related to waging a “War on Drugs” have produced significant negative consequences for people of color resulting in mass incarceration and erosion of civil rights. One of the ramifications of the “War on Drugs” has been mandatory sentencing guidelines that result in filling our prisons with too many people convicted of minor drug offenses. Those who are incarcerated then suffer a permanent lifetime ban on eligibility for welfare, food stamps, public housing, and other federal benefits such as student loans which might otherwise help them to turn their lives around once they are released. Since people of color are more likely to be stopped by law enforcement, a disproportionate number are ultimately incarcerated; individual lives, families and communities have been devastated. The racialization and militarization of law enforcement have created a tangled web that easily turns citizens into criminals.

Recent killings of Black men and youth have awakened a cry for justice in this country not seen since the civil rights movement of the 1960s. We need citizens to become engaged with the social reality of those with no voice. We need the Church to become a voice to pressure for fairness in the implementation of public policy, to educate its congregants, law enforcement and policy makers, and become a witness for hope, mercy and truth for all God's children. "We crush people to the earth and then claim the right of trampling on them forever, because they are prostrate." When we are silent, we become complicit with the wrongs committed in our communities. The Church, if it is to fulfill its mission, must bring the spirit of hope and redemption to all.

The Diocesan Convention is the appropriate forum for this resolution to both affirm the action of the 78th General Convention and because, here in our own communities, we live with these inequities every day, and we, as Christians, can and must work to end these inequities.

Submitted by the Diocesan Deputation to the 78th General Convention of The Episcopal Church:

The Rev. Andrew Jones

Mr. William Robison

The Rev. Mike Tess

Mr. Peter Larson

The Rev. Anna Doherty

Ms. Janet Finn

The Rev. Martha Berger

Mr. John Washbush

The Rev. Dr. Miranda Hassett

Ms. Carlynn Higbie

3. Promoting Peace, Reconciliation and Justice in Israel and the Occupied Territories

BE IT RESOLVED, that the Episcopal Diocese of Milwaukee expresses its support for the people in Israel and the Occupied Territories, especially our brothers and sisters in Christ; and be it further

RESOLVED, that in order to increase our understanding of the ways that socially responsible investing impacts the pursuit of peace, reconciliation, and justice in Israel and the Occupied Territories, the Diocesan Convention of the Episcopal Diocese of Milwaukee requests from the Executive Council and Trustees of Funds and Endowments, a complete report of investments made by and on behalf of the Diocese and the Combined Fund, that such documentation report on ways in which corporations included in the portfolio profit from or support the peacemaking process within the Occupied Territories, and that such report be made available to the members of the Diocese and easily accessed in electronic format no later than July 1, 2016.

EXPLANATION

At the 78th General Convention of the Episcopal Church, various resolutions were put forth that called for divestment of companies operating in the Occupied Territories and that called for severe criticism of Israeli policies and actions. At hearings related to these resolutions, there were dozens of testimonials about the suffering, discrimination, and denial of property rights inflicted on Palestinians. There was also a request from the Archbishop of Jerusalem for greater engagement by the Church and by individuals to advance peace, reconciliation, and justice. In the end, resolutions related to divestment either did not reach the floor of the Convention, or failed to pass. Instead, a resolution (C018) calling for greater engagement and education in the region passed in both the House of Bishops and The House of Deputies. It reads:

Resolved, the House of Deputies concurring, That the 78th General Convention of the Episcopal Church express its solidarity with and support for Christians in Israel and the Occupied Territories; and be it further

Resolved, That the Convention affirm the work of the Episcopal Diocese of Jerusalem in healing, education, and pastoral care; and be it further

Resolved, That the Convention affirm the work of Christians engaged in relationship building, interfaith dialogue, non-violence training, and advocacy for the rights of Palestinians; and be it further

Resolved, That the Convention urge Episcopalians to demonstrate our solidarity by making pilgrimage to Israel and the Occupied Territories and learning from our fellow Christians in the region; and be it further

Resolved, That the Convention request the Program, Budget and Finance Committee consider allocating \$15,000 during the next triennium for the Domestic and Foreign Missionary Society to

produce a video and study guide based on the experiences and learnings of pilgrims to the region and Christians living in the region, to be distributed to the Episcopal Church.

In response to C018, your deputies considered ways in which the actions of the Episcopal Diocese of Milwaukee might most directly relate to and effect “engagement and education” in the region, and more specifically, how investments made by and through the Combined Fund might have an impact in the region. To that end, with an eye toward continued dialog and potential action at a future Diocesan Convention, we have proposed the above resolution.

Submitted by the Diocesan Deputation to the 78th General Convention of The Episcopal Church:

The Rev. Andrew Jones

Mr. William Robison

The Rev. Mike Tess

Mr. Peter Larson

The Rev. Anna Doherty

Ms. Janet Finn

The Rev. Martha Berger

Mr. John Washbush

The Rev. Dr. Miranda Hassett

Ms. Carlynn Higbie

4. 2016 Clergy Minimum Compensation

BE IT RESOLVED, that the clergy compensation levels for 2016 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 1.699%, whichever is greater. This calculated percent is derived from a blended formula consisting of four economic indicators (see explanation).

YEARS OF EXPERIENCE	MINIMUM TOTAL CASH COMPENSATION*
0 – 3 YEARS	\$54,062
3 – 7 YEARS	\$58,877
7 – 12 YEARS	\$66,902
12 – 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.

EXPLANATION

The Professional Standards Committee surveyed the other dioceses in our province (Province V) as well as many others around the country. The committee recommends the change in groupings and number of indices used as it is in keeping with our philosophy, simplifies the process and it is in keeping with the method used by many other dioceses in The Episcopal Church. The amounts in the groupings were derived from taking the median amount in that range from the 2015 compensation levels.

A parish should also provide its clergy pension (which includes \$100,000 of life insurance coverage) at 18% of the TCC, and group medical and dental insurance as applicable (family or single) and in accordance with Resolution IIIA adopted by the 164th Convention of the Episcopal Diocese of Milwaukee. The provisions in Resolution A177 require the employing entity to provide a minimum of 90% of premium coverage as appropriate to the insured and to establish a Health Savings Account for those employees choosing the high-deductible health plan (HDHP) and funding it at 100% of the HDHP in-network deductible appropriate to the insured, minus the maximum in-network deductible of the lowest non-HDHP, non-HMO plan offered, as appropriate to the insured. This amount shall not exceed the legal maximum amount as appropriate to the insured.

Clergy Compensation Percent Increase Calculation for 2016

Economic Indicator	Rate	Weight	Net
Current Inflation Rate http://www.Inflationdata.com	0.17%	0.20	0.034%
Federal Cost of Living Adjustment (COLA) estimate 2015 http://www.federalretirement.com http://federalretirement.net/cola.htm	1.7%	0.30	0.510%
Consumer Price Index (CPI) estimate from Office of Management and Budget Source: <i>Fiscal Year 2015 Mid-Session Review, Budget of the U.S. Government</i> , pp. 6-7 https://www.whitehouse.gov/sites/default/files/omb/budget/fy2015/assets/15msr.pdf http://www.whitehouse.gov/omb	2.3%	0.25	0.575%
U.S. Dept. of Labor – Private Industry Compensation (average of last four quarters, September 2014-June 2015) Source: <i>Employment Cost Index – June 2015</i> , Press Release, July 31, 2015, Bureau of Labor Statistics, U.S. Department of Labor, p. 3 http://www.bls.gov/news.release/pdf/eci.pdf http://www.dol.gov http://data.bls.gov/timeseries/CIU2010000000000A	2.32%	0.25	0.580%
Total		1.00	1.699%

The Clergy Compensation Philosophy for the Diocese of Milwaukee is as follows:

In the Diocese of Milwaukee, compensation of clergy is to be a faithful expression of the ministry, responsibility and professional education and training that are requisite for ordained ministry in this Church. Establishing fair compensation for clergy persons takes into account that clergy are both employees and spiritual leaders. We recognize that a healthy Christian relationship does not relegate compensation of clergy or lay employees to whatever is left over after other expenses have been met. Our churches are neither healthy nor well-served by not paying for the services they are receiving. In the past, at the end of the tenure of a priest who was “flexible” or “understanding” about accepting below-market compensation, a congregation could unexpectedly find that it did not have the financial resources needed to call another priest. No one was served well in this dynamic and so we have worked as a diocesan community to ensure that all clergy are compensated fairly and at a minimally acceptable level.

Congregations need to be sure that they are offering a competitive wage that will continue to bring clergy to serve the needs of the congregation and community. Clergy ought to be compensated at a level that recognizes their professional training and experience as well as the demands of the position. Determining a fair level of clergy compensation is the responsibility of parish leadership. Diocesan minimum compensation amounts are to be understood as just what the name signifies –

a minimum. We certainly don't expect a minimum of effort from our clergy and so there should be discussion about how increases in salary are to be calculated and on what basis they may be offered. Parishes and clergy are encouraged to enter into faithful dialogue so that all can come to an agreement that is deemed fair and appropriate. This will require prayer and discernment as well as frank and open dialogue. To aid in such a discussion, a parish may request input from the Office of the Bishop to assist the wardens, treasurer and other appropriate people to help the congregation accurately understand its current financial situation and compensation practices and the true cost of employing a clergy person. Such a financial review is essential for looking at issues of vitality, mission and ministry. It is the responsibility of parish leadership to represent an accurate parish profile that includes an objective assessment of a parish's ability to afford full-time or part-time clergy ministry based on diocesan-established minimum compensation amounts.

Several parishes in this diocese employ part-time clergy. The Office of the Bishop and the Canon for Congregations will assist with compensation agreements for part-time clergy.

Several parishes offer full-time clergy the opportunity for a sabbatical leave. This is normally available between five and seven years of service and is for up to 60 days. Vacation time may be added to a sabbatical but the clergy person should be absent from the parish no more than 90 days. This is not time to engage in a job search but rather is for rest, renewal, continuing education and spiritual enrichment. The parish is responsible for compensating supply clergy during the sabbatical period. The parish is also encouraged to provide funding for the sabbatical itself. If the sabbatical is not used between five and seven years of service, it is no longer available. Part-time clergy may wish to pursue a sabbatical. If they do, they are encouraged to contact the Office of the Bishop to discuss this possibility.

It is expected that all congregations will review clergy compensation annually. Letters of Agreement between the ordained leader and the congregation provide a great opportunity for an annual discussion and review of the entire mission and ministry of the congregation and about the ministry of the ordained leader in particular. This review also provides an advantageous time to establish goals for the coming year, and to deal with any areas of conflict or disappointment that have not received adequate attention and may adversely affect their mutual ministry. Mutual ministry reviews are understood to be separate from but integral to a clergy performance evaluation and compensation considerations. The mutual ministry review, clergy evaluation and compensation review are all essential parts of strengthening this ongoing collaborative relationship. Please contact Canon Peggy Bean, Canon for Congregations, at bean@diomil.org or 414.272.3028 for assistance with this aspect of parish life.

Submitted by the Professional Standards and Support Committee:

The Rt. Rev. Steven A. Miller

Ms. Peggy Bean

The Very Rev. Scott Leannah

Ms. Jan Merkt

Mr. Tom Scrivner

Ms. Marlene Udovich

5. Annual Parish Revenues As a Factor in Determining Clergy Compensation in the Episcopal Diocese of Milwaukee

BE IT RESOLVED, that the ranking of total annual revenues of the parishes within the Episcopal Diocese of Milwaukee be compared to a composite of revenues for all the North American dioceses within The Episcopal Church and that such comparison be used as a factor in the calculation of the minimum total clergy compensation, beginning January 2017.

EXPLANATION

At a convention of the Episcopal Diocese of Milwaukee, early in the years of Bishop Roger White's service, the average total compensation of the clergy in the Episcopal Diocese of Milwaukee was stated to be below the national average. A resolution was passed to provide a minimum total compensation for clergy of the Episcopal Diocese of Milwaukee and to provide annual cost of living adjustments. It has been said that the Diocese of Milwaukee's minimum compensation is now in the upper 40% of the national church average. The revenues of many parishes within the Episcopal Diocese of Milwaukee are stagnant or shrinking, while annual total clergy compensation is increasing and contributes to parishes' distress. This resolution is proposed in order to alleviate some of the parish financial distress while maintaining nationally competitive total compensation for the clergy of this diocese.

Submitted by J. Thomas Reeder, a lay deputy to the 2015 Episcopal Diocese of Milwaukee convention and former member of the Diocese of Milwaukee Professional Standards and Support Committee.

6. Greater Understanding of Ethnic Diversity in Our Midst

WHEREAS the United States will soon be the second largest Spanish speaking country in the world; and

WHEREAS our diocese is seeing greater diversity in our midst than in a long while; and

WHEREAS the Episcopal Diocese of Milwaukee will be joined at its 169th Diocesan Convention in 2016 by The Rev. Anthony Guillen, Missioner for Latino and Hispanic ministry of The Episcopal Church,

BE IT RESOLVED, that the Episcopal Diocese of Milwaukee continue to pursue every opportunity to widen and deepen our understanding of diversity in ministry and in our churches, especially to those who are having a greater presence in our diocese; and be it further

RESOLVED, that the Episcopal churches in the Diocese of Milwaukee embrace, immerse and challenge ourselves to be radical in our welcoming, gentle in our assuming, inquiring in our understanding, and accepting of those who speak differently, look differently or have different customs than the ones with which we are most comfortable; and be it further

RESOLVED, that, with open arms and hearts, we grow in depth and understanding of our brothers and sisters as we welcome those whom Christ sent us to know.

EXPLANATION

The world is becoming a much smaller place and isolation is not what we are called to as the Baptized. The first steps toward change in our churches are to acknowledge this call to inclusion and opportunity and to focus our attention on it. This resolution provides an opportunity for us to use this next year to focus on welcoming diversity and to prepare for the 2016 diocesan convention.

Submitted by: The Rev. Mike Tess, Vicar
Good Shepherd Episcopal Church, Sun Prairie, WI

7. Redirecting Resources in Support of the Sustainable Development Goals

BE IT RESOLVED, that the Diocese of Milwaukee invite any groups and churches in our diocese that are dedicating funds and efforts to the Millennium Development Goals to redirect those resources in order to prioritize the Sustainable Development Goals.

EXPLANATION

In 2000, the United Nations adopted eight ambitious (but narrowly defined) priorities called the Millennium Development Goals. Governments, churches and NGOs (non-governmental organizations) also worked to achieve them by 2015. Vast progress has been made, and the number of people in extreme poverty has dropped by half. (The Millennium Goals 2015 Report is available at <http://www.un.org/millenniumgoals/news.shtml>.)

To build on the achievements of the Millennium Development goals, and to address their unfinished business, the U.N. reached out to every member nation over a several-year process and developed these seventeen “Sustainable Development Goals”. (Source and more information can be found at <http://una-gp.org/the-sustainable-development-goals-2015-2030/>.)

The 17 Sustainable Development Goals for the period 2015-2030 are:

1. End poverty in all its forms everywhere
2. End hunger, achieve food security and improved nutrition, and promote sustainable agriculture
3. Ensure healthy lives and promote well-being for all at all ages
4. Ensure inclusive and equitable quality education and promote life-long learning opportunities for all
5. Achieve gender equality and empower all women and girls
6. Ensure availability and sustainable management of water and sanitation for all
7. Ensure access to affordable, reliable, sustainable, and modern energy for all
8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation
10. Reduce inequality within and among countries
11. Make cities and human settlements inclusive, safe, resilient and sustainable
12. Ensure sustainable consumption and production patterns
13. Take urgent action to combat climate change and its impacts (in line with the United Nations Framework Convention on Climate Change)
14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development
15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels
17. Strengthen the means of implementation and revitalize the global partnership for sustainable development

Submitted by:

The Rev. Dr. Paula Harris - Newala Steering Committee and Rector, St. Luke's Episcopal Church, Madison, WI

The Rev. Dr. Miranda Hassett - Newala Steering Committee and Rector, St. Dunstan's Episcopal Church, Madison, WI

The Rev. Oswald Bwechwa - Newala Steering Committee and Priest-in-Charge, St. Martin's Episcopal Church, Brown Deer, WI

Dr. Jan Byrd, St. Mark's Episcopal Church, Beaver Dam, WI

The Haiti Project Steering Committee

Ms. Heidi Ropa, Episcopal Diocese of Milwaukee Haiti Project Coordinator

The Rev. Pat Size

The Rev. Deacon Carol Smith - Chair, Commission on Global Reconciliation, Grace Episcopal Church, Madison, WI