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171st Annual Convention Minutes of the Episcopal Diocese of Milwaukee October 13, 2018 St. John's Northwestern Military Academy, Delafield, WI

Table of Contents

Saturday, October 13

| | |
|--|-------|
| Opening Eucharist | 1 |
| Session I | |
| Roll Call and Determination of a Quorum | 2 |
| Welcome by Host Community | 2 |
| Introductory Business and Appointments | 2 |
| Diomil Read – Wakng Up White | 3 |
| Session II | |
| Bishop's Address to Convention | 4 |
| Report--Nom. Committee/1 st Ballot | 4-5 |
| Reports/Guest Speakers | 6 |
| Report of First Ballot | 6-7 |
| Report and Consideration of Resolutions | 7-20 |
| Report of Second Ballot | 20 |
| 2019 Diocesan Budget | 20-21 |
| Report of the Committee on Privilege and Courtesy | 21-23 |
| Blessing and Dismissal | 23 |
| | |
| Appendix I – Welcome and Address to the Convention | 24-26 |

The Bishop's Pastoral Address at the Eucharist, the proposed 2019 Budget with supporting documents and the Entity Reports will be reported separately on the Diocesan website.

**171st Annual Convention Minutes
of the Episcopal Diocese of Milwaukee, October 13, 2018
St. John's Northwestern Military Academy, Delafield,
Wisconsin**

Saturday, October 13

The theme of the 171st Annual Convention was "*Becoming the Beloved Community: Embracing God's mission of reconciliation*"

Opening Eucharist

At 9:00 a.m., the convention Eucharist-Rite II was held in the Noble Victory Chapel of St. John's Northwestern Military Academy, Delafield, Wisconsin. Mr. Gary Kampe, All Saints' Cathedral, served as MC of the service; members of the altar guild committee prepared the altar; the acolytes were from All Saints' Cathedral, and many volunteers served as greeters. Music was provided by Mrs. Stephanie Seefeldt, Zion Church, Oconomowoc, Mrs. Jennifer Kozoroz, Milwaukee Symphony Orchestra and the Sequence Trio: Ms. Haley Miller, Ms. Kimberly Gibson and Ms. Kelsey Pulera. Mr. Joseph Kucharski, Director of Music and Canon Presenter at All Saints' Cathedral, prepared the service bulletin: *Building the Beloved Community, The Way of Love*. The Right Reverend Steven A. Miller's sermon, a reflection on the theme of the 171st Annual Convention, The Way of Love, Becoming a Beloved Community, appears as a video on the Diocesan website.

During the announcements, Bishop Miller presented The Bishop's Shield Award to Mr. Bill Robison (Trinity, Wauwatosa) and the Rev. Gary Manning (Trinity, Wauwatosa). Ms. Micki Hoffman presented some information on altar guild up-coming events.

An offering was taken with the plate going to support the Retirement Fund for Cuban Clergy. The total collection was \$1,305.46.

The Necrology appeared in the Eucharist service bulletin, and was remembered in the Prayers of the People.

Continental Breakfast and Registration

Session I-- Business Meeting

The Rt. Rev'd Steven A. Miller, President of the Convention and Presiding Officer, convened the 171st annual convention of the Episcopal Diocese of Milwaukee at 11:15 a.m. on Saturday, October 13, 2018, in Farrand Hall Gymnasium of St. John's Northwestern Military Academy, Delafield, Wisconsin.

Bishop Miller opened the session with the various collects for a Church Convention and for Unity.

Roll Call & Determination of a Quorum

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

Appointment of President Pro-Tempore

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." It is customary to appoint the President of the Standing Committee. Bishop Miller therefore appointed the Rev'd David Simmons, St. Matthias, Waukesha, 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.

Welcome by Host Community

A representative, on behalf of Mr. Jack H. Albert, Jr. President, welcomed the convention to St. John's Northwestern Military Academy.

Introduction of Business Staff on Dais

Bishop Miller introduced: The Rev'd David Simmons, President Pro Tempore; Mr. Clyde Bachand, Diocesan Treasurer; the Rev'd Margaret "Marge" Kiss, Executive Secretary and Secretary of the Convention; Mr. John Washbush, Parliamentarian; Dr. Jennifer Henery, Dispatch of Business and Mr. Stuart Parsons, Esq. Chancellor

Presentation of Bishop's Appointments

The Bishop made the following appointments requiring Convention approval:

Chancellor (reappointment) Mr. Stuart Parsons, Esq.
Vice-Chancellor (new appointment) Ms. Elizabeth Orelup, Esq.
Historiographer (reappointment) The Rev'd Evelyn Payson Parliamentarian (reappointment) Mr. John Washbush

Commission on Ministry

The Rev'd Ian Burch (reappointment)
The Rev'd. Dustin Fecht (reappointment)
The Rev'd Jonathan Melton (reappointment)
Ms. Valerie McAuliffe (reappointment)
Ms. Celia Fine (reappointment)
Mr. Peter Luisi-Mills (reappointment)
Ms. Kelly Noles (reappointment)
Ms. Mary Thickens (reappointment)
The Rev. Nancy Hills (new appointment)
The Rev. Dr. Kevin Huddleston (new appointment)

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

Approval of Minutes from the 171st 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 171st 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, and includes, along 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, Rules of Order, Voting Cards, Ballots, and the Feedback Sheet. She noted that lists of the nominations, the resolutions and the budget were posted on the diocesan website and sent to the individual deputies and all parishes for review, and were to be brought to today's meeting.

Bishop Miller turned the meeting over to Canon Peggy Bean.

Diomil Read – Discussion *Waking up White*

Canon Peggy Bean and Ms. Sara Bitner led the discussion which started with the fast-paced name dropping game **Buffalo**, *a game that is designed to reduce prejudices and encourage greater inclusiveness.*

Then using key quotes from the book, they had the convention members reflect on core questions regarding racial reconciliation.

At the end, each member was asked to write down *one thing they promise to do after today's session to take a step toward racial reconciliation.*

The Rev. Seth Dietrich and members of Christ Church, Whitefish Bay then spoke about the program on racial reconciliation that has been organized at their parish.

Bishop Miller led prayer before lunch.

Session II – Business Meeting

Bishop Miller called on the Rev. David Simmons, President Pro Tempore

The Rev. David Simmons, President Pro Tempore and President of the Standing Committee, gave a brief introduction to the Right Reverend Steven A. Miller, soon to begin his 16th year as the Bishop of the Diocese of Milwaukee.

Opening Address to the Convention

Bishop Miller noted that, though he gave his Pastoral Address as the sermon at the Eucharist, he felt it was important to express his gratitude to those who organized the convention and to especially speak about the items that will be brought to the business session. This address appears in total in the appendix as Appendix I.

Report of the Nominations Committee

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

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

The Rev. 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 (Church of the 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

Two priests to be elected to a four-year term

The Rev. Diane Markevitch (St. Luke's, Madison), the Rev. Seth Raymond (St. Luke's Hospitality Center, Racine) and the Rev. David Simmons (St. Matthias, Waukesha) were nominated for the clergy order. There being no other nominations, Bishop Miller announced that a written ballot was required.

One layperson to be elected to a four-year term

Ms. Claudia Berry Miran (St. Dunstan's, Madison), Ms. Kat Worzalla (St. Thomas of Canterbury, Greendale) and Mr. Jason Zapf (St. Matthew's, Kenosha) were nominated to the lay order. There being no other nominations, Bishop Miller announced that a written ballot was required.

Executive Council

Two clergy and two laypersons to be elected to three-year terms

For the Clerical Order:

The Rev. Kate Byrd (Christ Church, Whitefish Bay) and the Rev. Scott Seefeldt (Zion, Oconomowoc), were nominated for the two clerical 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 the Rev. Kate Byrd and the Rev. Scott Seefeldt were elected by Unanimous Consent.

For the Lay Order:

Mr. Peter Larson (St. Paul's, Milwaukee), Mr. Gordon "Chip" Mornard (Christ Church, Delavan), Mr. John Vogel (Trinity, Wauwatosa) and Mr. John Washbush (Trinity, Wauwatosa) were nominated for the two lay positions.

Bishop Miller asked if there were additional nominations.

Mr. Ron Johnson, (St. Francis, Menomonee Falls) rose to nominate Ms. Evelyn Costella (St. Francis, Menomonee Falls).

Hearing no other nominations, Bishop Miller announced that a written ballot was required.

Standing Committee

One priest to be elected to a four-year term, one priest to be elected to a one-year term and one layperson to be elected to a four-year term

For the Clerical Order:

The Rev. Matthew Buterbaugh (St. Matthew's, Kenosha), the Rev. Andy Jones (St. Andrew's, Madison) and the Rev. Kathy Monson Lutes (Trinity, Janesville) were nominated.

Bishop Miller asked if there were additional nominations.

Ms. Alice Mirk (St. Paul's, Watertown) rose to nominate the Rev. Elizabeth "Liz" Tester (St. Paul's, Watertown).

Hearing no other nominations, Bishop Miller announced that a written ballot was required.

For the Lay Order:

Ms. Celia Fine (St. Dunstan's, Madison), Ms. Janet Hyde (St. Andrew's, Madison) and Mr. Bill Robison (Trinity, Wauwatosa) were nominated. 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

Mr. William H. Fris (St. Bartholomew's, Pewaukee), Ms. Susan Lovern (Christ Church, Whitefish Bay), Ms. Helen Liusi-Mills (St. Andrew's, Madison), Mr. Bruce Pollock (St. Aidan's, Hartford) and Ms. Jennifer Williams (St. Paul's, Milwaukee) were nominated for the three-year term.

Bishop Miller asked if there were additional nominations.

Hearing no other nominations, Bishop Miller announced that a written ballot was required.

Bishop Miller appointed the Rev'd Dr. Esther Kramer (Nashotah House and St. Mary's, Dousman) as the Chair of Tellers. Bishop Miller 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.

Guest Speakers:

Haiti Project

Bishop Miller introduced Ms. Heidi Ropa, Executive Director of the Diocese of Milwaukee Haiti Project. Ms. Ropa offered a few words regarding Haiti.

She then introduced, a special guest speaker, Mr. Acenel Laurent, Vice Coordinator of a local agricultural organization called (VCCAN), who is further involved in grant management for the Green School, Clean School in partnership with the Haiti Project. Mr. Laurent spoke of the Green School, the encouragement to produce and use a variety of food and the self-sustaining tree nursery. He said: *If we do good on Haiti, we will change life.*

General Convention

Several of the deputies to the General Convention spoke.

Mr. John Washbush defined general convention and gave an overview of the work accomplished there.

The Rev. Andrew “Andy” Jones told of the prayer service at the T. Don Hutto Residential Detention Center in Taylor, TX.

Mr. Bill Robison spoke of the various Bishop’s Against United Against Gun Violence gatherings and at the end presented Bishop Miller with an orange stole, representing a stand against gun violence.

Newala—Companion Diocese

The Rev. Carol Smith called attention to two handouts on the tables regarding events happening in Newala

Guild of St. Benedict

The Rev. Dr. Steven Peay, explained the Guild of St. Benedict and that he was organizing one in the diocese.

He noted that pamphlets on the table and encouraged those interested being part of the Guild of St. Benedict to attend the organizational meeting on November 8th at 6:00 at All Saints’ Cathedral.

He concluded: Peace. Pray. Work.

EYE – Episcopal Youth Event

The Rev. Kenny Miller spoke briefly noting that the next event was not until 2020. However, he emphasized that it is important to start thinking and talking about the event by developing and participating in diocesan youth events now. He indicated that more information regarding experiences for youth will be forthcoming.

Veteran’s Day – Bells of Peace

Mr. Mark Barderwerper announced the nationwide planned Bells of Peace Day, Veteran’s Day, November 11th, *marking the centennial of the armistice that brought an end to hostilities in what Americans fervently hoped had been “the war to end all wars.”* The one common event is the ringing of bells 21 times at 11:00. He encouraged as many to participate as possible.

VIDEO

Canon Peggy Bean introduced a video prepared to present the story of the first redevelopment group—St. James’, West Bend, St. Luke’s, BayView and Zion, Oconomowoc. The video featured the Rev. Melinda Valentine Davis, the Rev. Jason Lavann and the Rev. Scott Seefeldt who told of the teamwork, creativity and faith that was the basis of the success of this first endeavor.

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 Diane Markevitch
The Rev. David Simmons

Standing Committee (Clergy)
The Rev'd Andrew "Andy" Jones for four years
The Rev. Elizabeth "Liz" Tester for one year

Mr. John Washbush announced that a second ballot was required for:

Title IV Disciplinary Board (Lay)
Ms. Claudia Berry Milan
Ms. Kat Worzalla

Executive Council (Lay)
Mr. Peter Larson
Mr. John Vogel
Mr. John Washbush
Ms. Evelyn Costella

Standing Committee (Lay)
Ms. Celia Fine
Mr. Bill Robison

Trustees of Funds and Endowments
Mr. William H. Fris
Ms. Susan Lovern
Mr. Bruce Pollock
Ms. Jennifer Williams

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.

Determination of the Order of Business -- 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.

Report of the Resolutions Committee

Bishop Miller recognized Mr. Stuart Parsons, Esq., Chair of the Resolutions Committee and the Committee on Constitutions and Canons

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 the authors and other committees to put the resolutions into appropriate form, and
- Determining the order of presentation of the resolutions.

--The committee has reviewed the proposed legislation. The items before you today are appropriated business for this convention, have been conformed for format and presentation, and set into order.

--Canon 22 requires that any alteration or amendment of the Canons be referred to the Committee on Constitution and Canons. That Committee have reviewed proposed Canon 8, relating to parish status and oversight and the proposed amendments to Canon 28, relating to congregations and parish property, and concluded that they are in proper form and consistent with the existing canons.

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

Resolution I. Resolutions Creating Canon 8, Relating to Parish Status and Oversight and Amending the Recreating Canon 28, Relating to Congregations and Parish Property
Resolution II. 2019 Clergy Minimum Compensation

Bishop Miller thanked Mr. Parsons for his service to the convention.

Parliamentary Moment – Review of Rules for the Conduct of Business/Debate

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, last by ballot. Deputies wishing to address the convention were to use any microphone taking all cards with them: the green to speak **for** the resolution, the red card to speak **against** the resolution and the yellow card for procedural questions.

Consideration of Resolutions

Bishop Miller stated that The 169th Convention passed a Resolution: Task Force to Review and Propose Revisions to Diocesan Canon 28 “Of Congregations” for consideration at the 170th Convention of the Episcopal Diocese of Milwaukee in 2017. At the 170th Convention, Mr. Bill Robison and the Very Rev. Scott Leannah gave a report on this resolution and concluded that more time was needed and moved that the 170th convention receiver the report and allow them to continue the work on the resolution for one more year. The motion passed.

Bishop Miller called on Mr. Bill Robinson and the Rev. Scott Leannah, co-chairs of the Task Force for a report on the current Resolution I.

The Rev. Scott Leannah and Mr. Bill Robison gave an overview of the meetings and discussions held in the development of and the intention of the Resolution I.

Bishop Miller noted that Resolution I, Canon 8/Canon 28 was before the convention.

CREATING CANON 8, RELATING TO PARISH STATUS AND OVERSIGHT AND AMENDING AND RECREATING CANON 28, RELATING TO CONGREGATIONS AND PARISH PROPERTY

BE IT RESOLVED, that new Canon 8, relating to parish status and oversight, be created and adopted to read in its entirety as follows:

CANON 8

Of Parish Status and Oversight

SECTION 1. Purpose. This Canon is intended to address the exceptional case of a Parish that appears to be in jeopardy, such that a degree of Diocesan intervention or oversight may be

beneficial as a means of restoring the health of the congregation. It is not intended to diminish the traditional right and responsibility of Parishes in the Episcopal Church to govern themselves.

When a Parish is declared to be at risk, it shall be the obligation of all parties to labor to restore the Parish to a greater degree of health, setting forth problems to be addressed in an open, honest manner, and working toward the resolution of such problems in a climate of respect and charity, and for the greater good of the Church's witness to its Lord.

SECTION 2. Initiation of Inquiry. An inquiry by the Ecclesiastical Authority may lead to the declaration of a Parish as being under review. This Canon may be initiated only under the following circumstances:

- a) The Ecclesiastical Authority, believing that two or more of the conditions in Section 4 may exist, may initiate such inquiry; OR
- b) The Standing Committee by vote of three-fourths of its members, believing that two or more of the conditions in Section 4 may exist, may petition the Ecclesiastical Authority to initiate such inquiry; OR
- c) The Rector, or both Wardens, or a majority of the Vestry of such Parish, believing that two or more of the conditions in Section 4 may exist, may petition the Ecclesiastical Authority to initiate such inquiry.

After a proper request has been received, and determination by the Ecclesiastical Authority that the presumption of circumstances presented with the request is credible and would warrant continuation of the process, the inquiry will be initiated as follows:

- a) The Ecclesiastical Authority shall transmit to the Parish verifiable written notice summarizing two or more at-risk circumstances, as described in section 4, indicating the reasons that could warrant designation of the Parish as at risk, and explicitly directing the Parish to cease and desist from any conduct which constitutes a breach, or to act affirmatively as canonical obligation requires; and,
- b) The Parish shall acknowledge the commencement of the inquiry process in writing within 60 days. Failure to do so will not inhibit the process from beginning and may be considered an additional indication of at-risk condition.

SECTION 3. Inquiry by the Ecclesiastical Authority. Upon proper initiation as provided in Section 2, the Ecclesiastical Authority, either itself or through persons it may designate, shall conduct such inquiry into the condition of the Parish as it deems appropriate. Such inquiry shall include conversations with persons in the Parish. It may also include written or oral questions to the officers of the Parish or members thereof and examination of any books and records of the Parish. The Parish must cooperate in the inquiry by answering such questions fully, accurately, and promptly, and by making available the books and records of the Parish upon reasonable notice. If, after such inquiry, the Ecclesiastical Authority finds that two or more of the conditions in Section 4 exist in the Parish, the Ecclesiastical Authority may, with the concurrence of three-fourths of the Standing Committee, declare the Parish to be at risk, and give notice to the Executive Council of this status. In the event that the Standing Committee is the ecclesiastical authority, a three-fourths vote of that body shall be required along with the concurrence of the majority of the Executive Council.

SECTION 4. At Risk Conditions in the Parish. No declaration that a Parish is at risk may be made except upon a finding, following inquiry, that two or more of the following conditions exist in the Parish:

- a) The failure of the Parish, for two years or more, to be financially self-supporting; (This does not apply to congregations who receive grants and development support under agreements with the diocese.)
- b) The failure for at least two years to elect a Vestry;
- c) The reliance of the Parish on the use of short-term Supply Clergy for a period of more than two years, unless the Parish is actively involved in a Clergy search process;
- d) The failure to pay clergy compensation, insurance or other benefits as defined by the current letter of agreement between the clergy person and the parish;
- e) A difficult and/or sudden departure of clergy;
- f) The refusal or willful failure to arrange for representation of the Parish at an Annual Convention of the Diocese;
- g) The failure or neglect to make canonically-required reports, including the annual parochial report to the Bishop, to complete the annual Parish financial review, or to pay diocesan assessments;
- h) Persistent and significant instability or decline in the financial condition of the Parish, as evidenced by, for example, substantial invasion of the principal portion of endowment or trust funds in violation of the governing instrument of that fund.
- i) Persistent failure to conform to the business methods in Church affairs required by the Constitution and Canons of the Episcopal Church or the Diocese, including those requirements relating to the bonding of treasurers or other custodians of funds, proper record keeping, proper maintenance of books of account, and the maintenance of adequate insurance;
- j) The purchase, use, or conveyance of property of the Parish, or the incurring of debt, other than in conformity with the Constitution and Canons of the Episcopal Church and of the Diocese.

SECTION 5. Remedies. If a Parish is declared to be at risk in accordance with this Canon, the Ecclesiastical Authority, with the concurrence of three-fourths of the Standing Committee, may require the application of one or more of the remedies below, anything in the articles of incorporation or by-laws of such Parish to the contrary notwithstanding. The remedies shall be considered independent remedies with no requirement of exhaustion of certain remedies before the application of others. The remedies shall be set forth within a Restoration Plan for the parish to cure the conditions which led to their declaration as a Parish at risk, which plan shall be submitted to the Vestry or Bishop's Committee of the parish for their consideration and comment. The Ecclesiastical Authority, with the concurrence of three-quarters of the Standing Committee, may amend the plan.

The plan shall take effect within 60 days after such submission in accordance with its terms. The Executive Council shall be given a copy of the Restoration Plan. Potential remedies may include:

- (a) Provision of support to the parish in the form of diocesan staff and resources, consultants, etc. to work with the parish towards the goal of sufficiently ameliorating the conditions that led to the at-risk status.
- (b) Appointment by the Ecclesiastical Authority of three or more adult communicants temporarily as a Bishop's Committee to govern the affairs of the Parish as Warden and Vestry, notwithstanding any other canonical or other provision for such governance, until the Ecclesiastical Authority declares the end or sufficient amelioration of such conditions, or applies further measures under the Canons;
- (c) Designation of the Rector of the Parish as Priest-In-Charge, until the Ecclesiastical Authority declares the end or sufficient amelioration of such conditions, or applies further measures under the Canons;
- (d) A process by which the parish's title(s) of real property shall be reviewed and, if needed, brought into conformity with the national "Dennis Canon" (1.7.4 in 2015 C&C)
- (e) Such other measures as the Ecclesiastical Authority shall determine with the advice and consent of three-fourths of the Standing Committee, until the Ecclesiastical Authority declares the end or sufficient amelioration of such conditions, or applies further measures under the Canons.

SECTION 6. Restoration of the Parish to Regular Canonical Status.

Progress towards the completion of the Restoration Plan shall be reviewed at a meeting of the Ecclesiastical Authority and Standing Committee on an ongoing schedule, set within the terms of the restoration plan itself. The time frame between reviews shall not exceed six months. The review should include input from the leadership of the affected parish.

A Parish shall be declared to be no longer a Parish at risk when the Ecclesiastical Authority, with the advice of the Standing Committee, determines that all of the requirements of the Restoration Plan have been satisfied. A written notice of the satisfaction of the Restoration Plan shall be sent to both the Standing Committee and the Executive Council.

GLOSSARY OF COMMON TERMINOLOGY

The following definitions are provided for convenience, and are not intended to supersede any canon; the latter shall govern in case of any conflict.

Advice and Consent (In regards to Standing Committee): In regards to canons requiring a bishop to consult the standing committee of a diocese, two different terms are used. Advice means that the bishop must seek the input of the Standing Committee, but does not require a resolution supporting his or her action. Consent means that the bishop must seek a resolution approved by the majority (unless specified otherwise in the canon itself) of the Standing Committee before taking action under canon.

Assisted Parish: The assisted parish is dependent on diocesan funding, and has a different governance status than a self-supporting parish. The Bishop is the rector of an assisted parish and the vicar is the ecclesiastical presence in that parish. In lieu of a vestry there is a bishop's committee (see Bishop's Committee below).

Bishop's Committee: A lay committee analogous to the vestry of a parish, with direct oversight, fiduciary responsibility and leadership of an assisted parish. The bishop's committee may be asked for input in making appointment of the priest to serve as the bishop's vicar.

Congregation: A worshipping community of Christians who gather weekly at Christ's altar to experience God's redemptive love by communal worship, and who then carry on this redemptive work in the world as the risen body of Christ. Through regular worship and service, the lives of members are brought before God and one another in a sacramental process that extends from baptism to burial. A congregation may be a self-supporting parish or an assisted parish.

Ecclesiastical Authority: Governs and acts for the Diocese in all matters not specifically reserved to another body (such as the Standing Committee). The Bishop Diocesan is normally the Ecclesiastical Authority. In his or her absence or disability, the Bishop Coadjutor, a Bishop Suffragan or the Standing Committee may become the Ecclesiastical Authority, depending on the circumstances.

Executive Council: Beyond the Bishop, Standing Committee, and Title IV Committees, national canons do not specify further representative bodies within a diocese, and dioceses handle these governance roles in different ways. Established under Article XIV of the diocesan constitution, the Executive Council's duties are set initially under Diocesan Canon 7 and expanded elsewhere. The main function of the Council is to "Exercise all powers of the Diocesan Convention between meetings thereof other than those specifically delegated to the Standing Committee." The membership of the Council is specified in Diocesan Canon 7 section 3. At-large members include six lay and six clergy members elected to three-year terms by the Diocesan Convention.

Interim Priest: An ordained leader of a parish; appointed by and reporting directly to the bishop. The interim priest has the specific vocation to work with parish leadership in preparation for calling new clergy leadership. The time of service is mutually agreed upon by the bishop, interim priest, and vestry or bishop's committee.

Inquiry: The investigative step of a procedure under the proposed canon 8. During an inquiry, the Ecclesiastical Authority and any designees examine possible at-risk conditions in a parish. It is possible, in fact desirable, that during the initial inquiry process those presenting conditions may be ameliorated. Thus, the process could be ended before moving to the next step of a vote by the bishop and Standing Committee to determine whether to declare the parish at-risk and the application of formal remedies.

Mission: A new ministry initiative, approved by the bishop and Standing Committee and overseen by the bishop, who shall appoint its officers, bishop's committee, and a vicar or priest-in-charge. For canonical purposes missions shall be treated and governed as assisted parishes.

Priest-in-Charge: Ordained leader of a parish or mission; elected by the vestry for a specific period of time. At a future date as mutually agreed upon a decision will be made about extending a call as Rector to the Priest-in-Charge. The Priest-in-Charge is the chief sacramental and liturgical leader of a parish and the ecclesiastical authority of the parish. The priest-in-charge serves a self-supporting parish. He/she has authority and responsibility for worship and the spiritual jurisdiction of the parish, subject to the doctrine and discipline of the Episcopal Church, and the pastoral direction of the bishop. The use of the church and parish buildings and furnishings are under the control of the priest-in-charge. The priest-in-charge or a designated member of the vestry presides at all vestry meetings.

Rector: Ordained leader of a parish; elected by the vestry; having tenure in their position from the time of their election. A rector is the chief sacramental and liturgical leader of a parish; the ecclesiastical authority. A rector serves a self-supporting parish. The rector has authority and responsibility for worship and the spiritual jurisdiction of the parish, subject to the doctrine and discipline of the Episcopal Church, and the pastoral direction of the bishop. The rector is responsible for selection and supervision of all assistant clergy and lay staff, who serve at the discretion of the rector. The use of the church and parish buildings and furnishings are under the rector's control. The rector or a member of the vestry designated by the rector presides at all vestry meetings.

Self-supporting Parish: It is the policy of the Diocese that all Parishes should be “Self- Supporting.” A Parish which is “Self-Supporting” is defined as a Parish or parish ministry initiative that exhibits these characteristics:

- a) It is able to maintain a place of worship.
- b) It provides or exceeds the minimum clergy compensation approved by convention.
- c) It remains current in payment of its diocesan assessment and pays its own operating expenses.
- d) It relies mainly on the freewill offering of its members and its own resources for its core financial support.
- e) It does not endanger its future well-being by depleting its capital assets.

A self-supporting parish will also display the following hallmarks of health and vitality, which are identified as attributes to ascribe to, rather than as benchmarks of performance or success:

- a) It is mission-focused and able to come into alignment with Diocesan strategic priorities.
- b) It is outward-looking and seeks to make an impact on its surrounding community.
- c) It has clergy (full or part-time) and active lay leadership with the skills to manage the programs and property of the parish ministry to meet its own sense of mission.
- d) It has the energy and resources to engage the challenges of the community it serves and to provide for the future well-being of parish life.

Supply Priest: A priest supplying pastoral and/or sacramental ministry in the absence of a rector, priest-in-charge or vicar. A list of approved supply priests is maintained by the Diocese.

Vestry: The elected lay-leaders of the parish, including the Senior and Junior Wardens, who, in concert with the Rector or Priest-in-Charge has responsibility for the direct oversight, fiduciary responsibility, and leadership of the self-supporting parish.

Vicar: An ordained leader of a parish; appointed by and reporting directly to the bishop with an annual Letter of Agreement. The vicar is the chief sacramental and liturgical leader, and the ecclesiastical authority of the parish. The vicar serves an assisted parish. He/she has authority and responsibility for worship and the spiritual jurisdiction of the parish, subject to the doctrine and discipline of the Episcopal Church, and the pastoral direction of the bishop. The use of the church and parish buildings and furnishings are under the control of the vicar. The vicar or a designated member of the bishop’s committee presides at all vestry meetings.

A THEOLOGICAL/CANONICAL RATIONALE FOR CANON 8

The Church is the Body of Christ; Jesus Christ is the Head and all the baptized are members. The Body finds expression at a number of levels, with the Diocese, made up of the parishes, constituting the local Church. Parishes thus express the Church in a given place. The Body is made up, then, of interconnected and interdependent parts. For the Body to be effective in its mission it must be healthy. The traditional theological and canon law understanding of Church order is built upon the foregoing premise, which extends to every aspect of the life of the Body. To put it into practical terms, in the Episcopal Church the national Church, corporately known as the Domestic and Foreign Missionary

Society of the Protestant Episcopal Church, is the owner of all property (real or otherwise). The Diocese then functions as the steward of the assets of the national Church as a particular local Church. A parish, the smallest constitutive part of the Church, then functions as the local agent, holding its property (real or otherwise) for the benefit of Church as a whole. Additionally, within the stewardship responsibilities of the Diocese, the Trustees (and Executive Council) are charged with maintaining "Temporal Value," the Standing Committee is charged with maintaining "Ministerial Efficacy," and the Bishop is charged with maintaining the "Spiritual Virtue." As such, any of the above may, from time to time, require the authority to amend and adjust the work of the parish (local agent) to ensure that their particular charge is being met; with the understanding that, as steward of that particular aspect of Diocesan ministry, it is their Canonical Obligation to maintain the quality and quantity of the same. Thus, when a part of the Body is not functioning optimally action must be taken to heal and restore it, spiritually or fiscally. It is the role of the Diocese, as steward, to undertake caring for a parish when its condition is unsound for the good of all concerned. This canon provides the means for providing such care, with the ultimate goal of restoring a part of the Body to full health.

The Very Rev. Steven A. Peay, Ph.D.

BE IT FURTHER RESOLVED, that Canon 28, relating to congregations and parish property, be amended, recreated and adopted to read in its entirety as follows:

CANON 28.

Of Congregations and Parish Property.

SECTION 1. All regularly-organized congregations within the Diocese shall be known as "Parishes". Parishes may be incorporated and admitted into union with the Council of the Diocese as hereinafter provided.

SECTION 2. No new parish shall be formed within the Diocese without the written consent of the Bishop and of the Standing Committee. Parishes may be admitted into union with the Convention of the Diocese upon its vote, the Convention being satisfied by an appropriate committee that the necessary consents have been received and that the parish to be admitted has been properly incorporated as provided below.

SECTION 3. If a parish seeking to be admitted into union with the Convention of the Diocese has no corporate character, those persons intending to be members thereof shall, upon receipt of the consents specified above, meet, subsequent to due notice, for the purposes of (A) electing Wardens and Vestry members as provided in Canon 15, and (B) adopting such By-Laws as shall distinctly accede to the constitution and Canons and the Doctrine, Discipline and Worship of the Diocese of Milwaukee, and which shall otherwise serve to govern the parish. The Wardens and Vestry members, when elected, shall proceed to incorporate the parish.

SECTION 4. In the event of the dissolution of any parish, all property, real and otherwise, owned by or held for the use of such parish shall be conveyed to and transferred to the custody of "The Episcopal Diocese of Milwaukee, Inc." and the parish corporation, if any, dissolved in the manner provided by law.

SECTION 5. Title to any real estate given to or purchased by any parish not yet admitted into union with the Convention of the Diocese as provided above shall be vested in "The Episcopal Diocese of Milwaukee, Inc." until such time as the parish shall be so admitted as provided above, whereupon title to such real estate shall be conveyed to the parish by the Diocese, as trustee.

EXPLANATION

Existing Canon 28 has been amended to remove unnecessary and archaic verbiage, and to delete section 2, relating to parish status and oversight, which are now governed by new Canon 8. Canon 28 is otherwise unchanged.

Submitted by Task Force on Canon 28 “Of Congregations”

Bill Robison (Trinity, Wauwatosa)

Kathryn Farseth (St. Peter’s, West Allis)

Mary Washbush (St. James, Milwaukee)

Ron Johnson (St. Francis, Menomonee Falls)

Janet Finn (Holy Trinity, Prairie du Chein)

Stuart Parsons (Chancellor)

Scott Leannah (St. Mary’s, Dousman)

Andrew Jones (St. Andrew’s, Madison)

Martha Berger (St. Francis, Menominee Falls)

Miranda Hassett (St. Dunstan’s, Madison)

Joel Prather (Christ Church, Delavan)

David Simmons, Standing Committee President (St. Matthias, Waukesha)

The Rev. Dr. Steven Peay (Associate Dean, All Saints Cathedral)

Bishop Miller called on Mr. G. Donald Ferree, Jr. to explain his proposed amendment to Resolution I which added a third “RESOLVED” clause.

Be It Furthered Resolved:

That the Executive Council monitor the implementation of the Canons put into force by this Resolution and submit a report to the 2019 Diocesan convention, including proposing for action at that Convention any further revisions in the canons that might be deemed advisable based on the experience of actually living with these Canons and/or suggestions submitted by members of the Diocese during the year.

Explanation:

Based on a variety of sources, including pre-convention convocation hearings there appears to be a widespread sentiment that the existing Canons are insufficient for our common life coupled with uncertainty whether the specific remedies proposed are the ideal way forward even if they are seen to be an improvement. However at this point, there is not sufficient time to find a consensus on whether the proposed changes are ideal as they stand nor to try to fine tune them with a variety of amendments on the floor of convention especially in the absence of evidence of how changes might actually work in practice.

This additional “resolved clause” avoids the costs of simply deferring action, leaving the old Canons in place OR closing off discussion on whether revisions would allow further improvement. Enacting it leave us a situation in the short run which is better than where we are, while keeping further consideration, informed by practical experience, on the agenda for the next Convention.

The Rev. Matthew Buterbaugh (St. Matthew’s, Racine) rose in opposition of the amendments suggesting other ways to evaluate the success of the resolution.

The Rev. Andy Jones (St. Andrew's, Madison) rose to suggest that the amendment be viewed as a friendly amendment. Mr. John Washbush explained that the resolution now "belongs to the floor" and that a friendly amendment is out of order.

There being no further discussion, Bishop Miller called for a vote. The results of a voice vote was not clear. The results of simply viewing the red/green voting cards was not clear. The tellers counted the cards; it was a tie. Bishop Miller was the deciding vote.

The amendment failed.

Bishop Miller asked for further discussion on the joint resolution before the convention. There being no further discussion, he called for a vote. The resolution passed.

2019 CLERGY MINIMUM COMPENSATION

BE IT RESOLVED, that the clergy compensation levels for 2019 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 2.355% 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 | \$56,525 |
| 3 – 7 YEARS | \$61,559 |
| 8 – 12 YEARS | \$69,950 |
| 13 – 18 YEARS | \$78,340 |

* 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 recommended the change in groupings and number of indices used beginning in 2016, 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 2019

| Economic Indicator | Rate | Weight | Net |
|---|------|-------------|---------------|
| Current Inflation Rate http://www.Inflationdata.com | 1.9% | 0.20 | 0.38% |
| Federal Cost of Living Adjustment (COLA) estimate 2018 Sources: http://www.federalretirement.com http://federalretirement.net/cola.htm | 2.0% | 0.30 | 0.60% |
| Consumer Price Index (CPI) estimate from Office of Management and Budget Sources: https://www.whitehouse.gov/sites/whitehouse.gov/files/omb/budget/fy2018/budget.pdf (Table S-9, Economic Assumptions) | 2.7% | 0.25 | 0.675% |
| U.S. Dept. of Labor – Private Industry Compensation (average of last four quarters, September 2016-June 2017) Sources: <i>Employment Cost Index – June 2017</i> , Press Release, July 2017, 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 | 2.8% | 0.25 | 0.70% |
| Total | | 1.00 | 2.355% |

Other considerations:

1. Under IRS regulations, the amount of clergy compensation to be allocated for housing and utilities should be estimated by the cleric and approved by specific recorded action of the Vestry. The designation for 2019 must be completed no later than December 31, 2018.
2. If the priest and his/her family live in housing provided by the parish, the Total Cash Compensation amounts can be reduced by the Fair Market Rental Value of the housing. However, the sum of stipend, housing and SECA is still used to compute pension fund payments and self-employment tax.

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

In the Episcopal 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.

The Diocese has adopted a policy regarding paid sabbatical leaves for full-time stipendiary clergy. The congregation and the clergy member will agree on how long the clergy member must serve to receive paid sabbatical leave. This is not time to engage in a job search but rather is for rest, renewal, continuing education and spiritual enrichment. Sabbatical leave must be used to be paid. Sabbatical leave is not a vested benefit. Unused sabbatical will not be paid out, in whole or in part, when the service of the clergy member to the congregation ends. Part-time clergy may wish to pursue a sabbatical. Those who wish to do so 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 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:

Mr. Clyde Bachand, Diocesan Treasurer

CLERGY COMPENSATION FAQs

Q: Can a clergy contract effective date be changed to January for easier calendar year budgeting?

A: Yes, you can have a partial year contract and then one with a January effective date if the clergy and congregation agree. Letters of Agreement should always be reviewed on an annual basis. Many congregations find it best to do so during their budget process to address any compensation or benefit changes.

Q: Should congregations pay a housing equity allowance?

A: Although once a common practice, this is no longer recommended given the changes in the housing market.

Q: What is the minimum HSA contribution amount? What is the maximum?

A: The minimum contribution for 2019 is \$2,500, for single and \$4,950 for family. The maximum contribution for 2019 is \$3,500 for single, \$4,500 for single age 55+, \$7,000 for family and \$8,000 for family age 55+. This information can also be found on the diocesan website and will change annually. Medicare recipients may not have an HSA account. If a clergy person or spouse enrolls in Medicare during the year, some of the HSA money may be considered to be taxable income. Please consult with your accountant or contact Diocesan staff for further information.

Q: The minimum compensation resolution shows a COLA increase plus ranges based on years of service. Should clergy receive both increases if he or she moves to a higher range?

A: No. The raise should be either the COLA percentage or the range increase, whichever is larger.

Q: What if our congregation cannot afford to pay the increase?

A: We understand that there may be extenuating circumstances, and exceptions may be made. Any exceptions must be approved by the Office of the Bishop.

Q: When calculating years of service to determine the appropriate compensation range, do years of service in another diocese count? What about with another denomination?

A: Years of service in another Episcopal diocese certainly count. Years of service as ordained clergy in another denomination may well be factored in. We suggest a conversation with the Office of the Bishop to help make that determination.

Q: Does the amount a congregation pays clergy towards SECA need to be a separate calculation/line item or can the amount just be included in the cash compensation total?

A: *It does not have to be a separate line item. If you aren't going to identify it separately, CPG recommends that this is clearly spelled out in your Letters of Agreement. CPG lists all reported SECA amounts on the Personal Information Summary they supply to clergy. They apparently get a lot of inquiries from clergy when the value on the SECA line is zero. Some congregations list it separately as information for their members. Many lay people don't know that clergy are considered to be self-employed and must pay SECA themselves.*

Q: Can we use a fixed amount (that includes utilities) for the FMRV (fair market rental value) for church-provided housing or do we have to use CPG's 30% calculation?

A: *CPG said that using the fixed dollar amount for FMRV and utilities is the proper way for parishes to calculate housing for IRS reporting purposes. For pension purposes, CPG will use the 30% to calculate the housing allowance.*

Q: How do we determine FMRV (fair market rental value)?

A: *We recommend having a realtor provide a letter stating the FMRV of the house furnished. This would need to be updated periodically.*

Bishop Miller asked if there was any discussion on the resolution. Seeing no one at the microphone, Bishop Miller called for a vote.

The resolution passed.

Bishop Miller called on the Rev. Brad Toeppen, St. Paul's, Milwaukee, who spoke regarding the rehearsal of the Black Nativity that will be taking place at St. Paul's on November 7th (5-8:30) and invited the deputies to attend.

Report of the result of the Second Ballet

Mr. John Washbush read the results of the Second Ballet:

Title IV Disciplinary Board (Lay)
Ms. Claudia Berry Miran

Executive Council (Lay)
Mr. Peter Larson
Mr. John Washbush

Standing Committee (Lay)
Ms. Celia Fine

Board of Trustees of Funds & Endowments, Inc.
Ms. Susan Lovern
Ms. Jennifer Williams

2019 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.

Mr. Clyde Bachand walked through the pie charts.

He expressed his appreciation to Ms. Marlene Udovich, finance officer, whose work with the budget he felt was invaluable. He also noted that with her retirement a new program for hiring and training the next finance officer and bookkeeper was in place.

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

There were no questions.

Bishop Miller asked if there was any further discussion or debate on the budget. Seeing no one at the microphone, Bishop Miller called for the vote to adopt the 2019 budget. The budget was unanimously adopted as presented.

Bishop Miller thanked Mr. Clyde Bachand for his report.

Report of the Committee on Privilege and Courtesy

Bishop Miller recognized Ms. Kris Reed, for the reading of the Privilege and Courtesy Resolutions.

Ms. Kris Reed presented the following:

The 171st Annual Convention of the Diocese of Milwaukee Resolutions of Courtesy and Privilege October 13, 2018 Delafield, WI

BE IT RESOLVED that this 171st annual Convention sends its blessings and good wishes to the

Planning Committee for this Convention and particularly to the Rev. Dr. Esther Kramer, coordinator for volunteers and tellers and Ms. Kris Reed, Registrar of the Convention.

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 today's registration.

BE IT FURTHER RESOLVED that thanks be given to our Chair of Resolutions Committee and the Committee on Constitution and Canons, Mr. Stuart Parsons, Esq, Chancellor; to the Chair of the Nominations Committee, the Very Rev. Matthew Buterbaugh; the Diocesan Treasurer, Mr. Clyde Bachand; the Parliamentarian, Mr. John Washbush; the Historiographer, the Rev. Evelyn Payson for their assistance and leadership in many ways, visible and invisible.

BE IT FURTHER RESOLVED that this 171st annual Convention extends its heartfelt thanks to the Diocese of Milwaukee's Deputation to this year's General Convention, for giving of their time and talents to this important work: the Rev. Martha Berger; the Rev. Andrew Jones; the Very Rev. Kevin Carroll; the Rev. Marge Kiss; Mr. John Washbush; Mr. William Robison; Mr. Peter Larson; Ms. Janet L. Finn; the Rev. Miranda Hassett and Ms. Tammy Prather.

BE IT FURTHER RESOLVED that this gathering extend its greeting and prayers to the members and clergy of Trinity, Platteville as they celebrate their 150th year of ministry.

BE IT FURTHER RESOLVED that this gathering extend its greeting and prayers to the members and clergy of St. Mark's, Milwaukee as they celebrate their 125th year of ministry.

BE IT FURTHER RESOLVED that this gathering extend its greeting and prayers to the members and clergy of St. Andrew's, Monroe and St. Barnabas, Richland Center as they celebrate their 75th year of ministry

BE IT FURTHER RESOLVED that this gathering extend its greeting and prayers to the members and clergy of St. Christopher's, River Hills as they celebrate their 60th year of ministry.

BE IT FURTHER RESOLVED that this gathering extend its greeting and prayers to the Rev. Wayne Fehr and the Rev. Judith Cirves as they celebrate the 30th anniversary of their ordination.

BE IT FURTHER RESOLVED that this gathering extend its greeting and prayers to the Rev. Mary Limbach, the Rev. Ellis Dean Hekel and the Rev. Laura Norby as they celebrate the 25th anniversary of their ordination.

BE IT FURTHER RESOLVED that this gathering extend its greeting and prayers to the Rev. Gary Manning and Mr. Bill Robison, this year's Bishop's Shield recipients.

BE IT FURTHER RESOLVED that this Convention extend its greetings and offer the prayers of its members to the clergy and people of our Companion Diocese, 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.

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, our longtime partners in mission.

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, Bishop of the Greater Milwaukee Synod, to Rev. Viviane Thomas-Breitfeld, 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. Kerri Parker, 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 its parishes, that we might continue to seek unity among all Christians, and to serve the world together in the name of Christ.

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.

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.

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.

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.

AND FINALLY, BE IT LIKEWISE RESOLVED that this 171st 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 15 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.

Blessing and Dismissal

As is the custom, the Rev'd Julian Hills, as senior presbyter, moved to adjourn the 171st Convention of the Diocese of Milwaukee. 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 Rev'd Margaret "Marge" Kiss dismissed the convention: *Go in peace to love and serve the Lord.*

The meeting adjourned at 4:10 p.m.

Respectfully Submitted,
Reverend Margaret M. Kiss, Executive Secretary

APPENDIX I – CONVENTION GREETING AND ADDRESS

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

I would like to take this time to say some things to you that are more appropriately said within the business portion of the 171st Convention of the Diocese of Milwaukee than in the context of the sermon of the Eucharist.

It remains a joy to me to serve as your bishop and to serve with such a dedicated staff. Our diocese continues to be blessed by the ministry of the team at Nicholson House, Canon Peggy Bean, Canon for Congregations, Marlene Udovich, Finance Officer, Sara Bitner, Communications Officer, Patty Jaffke, Barb Klauber, Melissa Badot and Marge Kiss, our Diocesan Secretary. I want to take just a moment to offer this year a special thanks to Marlene who in her time with the Diocese has worked tirelessly on behalf of us all to strengthen the Finance office and its responsiveness to congregations. Marlene had led the Finance Committee to restructure our Diocesan Review Process which will result on more timely reporting and reduced cost to parishes. Under her leadership the number and the amount of unpaid and late assessments has been reduced. She has made on site visits to congregations and worker with parish treasurers and lay leaders to strengthen their ministry of stewardship and accounting. Marlene will retire next year and while she is irreplaceable, we will early next year begin the search for her successor. Marlene, I know the entire Diocese joins me in thanking you for your ministry.

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.

I also wish to thank David Simmons and Valerie McAuliffe who finish their terms on the Standing Committee today, Jana Troutman-Miller, who completes her tenure as chair of the Commission on Ministry, and Chuck Zellermyer and Elizabeth Tester who complete their terms on Executive Council and are not standing for reelection.

Earlier the year, Mike Hagon who served this diocese as Treasurer and then later Executive Director of the Trustees of the Funds and Endowments of the Episcopal Diocese of Milwaukee died after a long battle with cancer. Mike was a faithful servant of this Diocese who helped me early in my episcopacy to create the clear and transparent budget process we have today. I miss him and I know many of you do as well.

When it became clear that Mike would no longer be able to continue, your Trustees began a search for Mike's successor. I am delighted that Jill Heller, a member of this Diocese with years of experience in planned giving and a past Sr. Warder of St. Michael's, stepped forward to take on this role. If you have not met Jill yet, I encourage you so do so. Invite her to speak to your congregations about how Trustees can help your congregations be more faithful stewards.

On a personal note, I am pleased to report that my shoulder, which was surgically repaired in November, has healed nicely. I am playing golf regularly without pain, at least physical pain. There is the emotional pain of a three putt or a skulled wedge, but that is part of the game. Thank you again for your prayers.

The New Year brought with it for Cindy and me a new address. We began moving into our new apartment the week before Christmas and completed the sale of our home on January 5. The Diocese's share of the equity in the home given to Cindy and me to purchase and repair has been returned in full. The closing statement is on file in the Finance Office. What this means for me is a much shorter commute – 15 to 20 minutes versus 45 minutes to an hour. And for the Diocese more available money in the Permanent Development Fund.

My time on shortened sabbatical and medical leave was an opportunity to reflect on my ministry to this point. A phrase came to me, Finish Strong. What became clear to me is that I am in the fourth quarter of my episcopate but a long way from the two minute warning. This is my sixteenth Convention as your bishop and on Thursday, the Feast of St. Luke, I will celebrate the 15th anniversary of my ordination and consecration. I believe that God is calling me with you and the rest of the Diocese, in this season, to build on what we have accomplished and set the Diocese up for faithful and effective ministry in the future.

We, the Bishop and the Executive Council, are called in this season to provide the leadership, along with the Standing Committee, to position this Diocese to be effective ministers as we move more fully into the 21st Century.

Part of that work will be to determine those areas which we wish to strengthen and maintain. In the second quarter of our time together, we made the decision to sell the Wautoma property and move our camping program to a rented site. We now have a dedicated core of young people who participate in this program, but is God calling us as a Diocese to do more? In the third quarter, we secured the financial future of Campus ministry in the Diocese. In this quarter, one of the things we must do is to update our canons around our congregations which I hope will happen at this convention. The task force led by Bill Robison and Scott Leannah has done excellent work and I urge you to adopt this canonical change. We also need to examine the rest of our Diocesan canons and begin the work of necessary canonical revision so that we have time to live into them and perfect them so that the next bishop will enter a diocesan community with a clear sense of how we wish to minister together. Becoming a bishop is a steep enough learning curve without adding the additional stress of the whole diocese trying to live into a new diocesan structure as was the case when I became bishop fifteen years ago.

My desire, when this season is ended, (or to perpetuate the football analogy when the fourth quarter ends) is to position the Diocese to go from strength to strength and leave a Diocese that has an agreed upon pattern of doing business and has experience in living that pattern out. It is very easy to say all the right things, but we need God's grace to accomplish them.

One of the things I am most proud of is the deepening and growing sense of collegiality among the clergy of the Diocese. The clergy have a strong sense of community and a ministry of care

for one another. My dream is that we can develop a stronger sense of community between our congregations and a stronger Diocesan identity. That congregations will think of themselves as deeply connected to the other parishes in the Diocese.

To do this, I believe will require a strong and effective Executive Council and Standing Committee to work together along with the Finance Committee and the Commission of Mission and Development and other. These elections are very important and I remind you of the importance of these elections as you vote today.

Let me conclude these remarks with a particular word of thanks to my wife, Cindy for her love and support as I go about this ministry among you. Thank, you, too, to my daughter Haley and her friends Kim and Kelsey for singing for us today. Her support and that of her sister Lauren mean the world to me as well.

May God the Holy Spirit continue to live and move in us all as we seek to walk in the way of love revealed by the Father in the life of Jesus.

