

166th Annual Convention Minutes

of the Episcopal Diocese of Milwaukee

October 19, 2013

St. Paul's Episcopal Church and The Cathedral Church of All Saints',
Milwaukee, WI

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The Proposed 2014 Budget with supporting documents and the List of Convention delegates will be reported separately on the Web Site.

166th Annual Convention Minutes of the Episcopal Diocese of Milwaukee October 19, 2013

St. Paul's Episcopal Church and The Cathedral Church of All Saints, Milwaukee, Wisconsin

Saturday, October 19th

The theme of the 166th Annual Convention was *"Moving Forward Together."*

7:30 – 9:00 a.m. On-site registration, late registration, check-in for pre-registered deputies and
Breakfast Buffet

9:00 a.m. First Business Session

The Rt. Rev'd Steven A. Miller, President of the Convention and Presiding Officer, convened the 166th Annual Convention of the Episcopal Diocese of Milwaukee at 9:02 a.m. on Saturday, October 19, 2013 in the Nave of St. Paul's Episcopal Church, Milwaukee, Wisconsin.

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

Roll Call & Determination of a Quorum

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

Bishop Miller explained that "under our Constitution and Rules of Order, the Bishop is named President of the Convention. The Constitution and the Rules of Order also provide for the appointment of a President Pro-Tempore with approval of the Convention." Bishop Miller therefore appointed, as is the custom, the President of the Standing Committee, The Very Rev'd Kevin Carroll, 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.

Bishop Miller recognized The Very Rev'd Steve Teague who welcomed the Convention.

Bishop Miller then recognized and expressed appreciation to the parishes of St. Paul's Episcopal Church and the Cathedral Church of All Saints', Milwaukee, Wisconsin and to the following Coordinating Committee/Organizers: The Very Rev'd Dr. Steven Teague, Ms. Mary Beth Haubrich, Mr. Dean Thome, Ms. Christine Kreuger, Mr. Mal Gatford-Soward, The Very Rev'd Kevin Carroll, Canon Joseph Kucharski, Ms. Barbara Klauber, Ms. Patty Jaffke, The Rev'd Marge Kiss, Mr. John Washbush, The Rev'd Martha Berger, Ms. Carlynn Higbie, Dr. Jennifer Henery and The Rev'd Canon David Pfaff

Introductions

Bishop Miller introduced those on the dais:

The Very Rev'd Kevin Carroll – President Pro Tempore; Mr. Steve Martinie – Diocesan Treasurer; The Rev'd Marge Kiss – The Recorder of the Minutes; The Rev'd Canon David Pfaff – Canon to the Ordinary; Mr. John Washbush – Parliamentarian; Ms. Jennifer Henery – Dispatch of Business; Mr. Stuart Parsons, Esq. – Chancellor and The Rev'd Gary Lambert, Secretary of the Convention

Bishop Miller introduced the Special Guests to the Convention

The Right Reverend Dean Elliott Wolfe, Bishop of Kansas, Vice President of the House of Bishops and Bishop Miller's good friend, who will preach at the Eucharist
Ms. Ellen Marie Wolfe, wife of Bishop Dean Elliott

Bishop's Appointments

The Bishop made the following appointments requiring Convention approval:

Chancellor

Reappointment

Mr. Stuart Parsons, Esq

Historiographers

Reappointments

Dr. Charles Bardenwerper, Historian

The Rev'd Evelyn Payson, Assistant Historian

Parliamentarian

Reappointment

Mr. John Washbush

Commission on Ministry

The Rev'd Scott Seefeldt--*President*

(reappointment)

The Rev'd Don Fleischman (reappointment)

The Rev'd Marge Kiss (reappointment)

The Rev'd Robert Bagley (reappointment)

Ms. Mary Ann Cook (reappointment)

Mr. John Washbush (reappointment)

The Rev'd Nancy Hodge (reappointment)

The Rev'd Martha Berger (reappointment)

Ms. Jan Rhodes (reappointment)

Ms. Jeri Lambert (new appointment)

Ms. Valerie McAuliffe (new appointment)

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

Introduction of Members of Canonical Bodies

Executive Council Members

Bishop Miller introduced the Current Executive Council: Mr. Steve Martinie, Diocesan Treasurer; The Rev'd Gary Lambert, Executive Secretary; The Very Rev'd Kevin Carroll, President of the Standing Committee; The Rev'd Scott Seefeldt, President of the Commission on Ministry; Mr. Patrick Johnson, President, Trustees of Funds & Endowments; The Rev'd Andrew "Drew" Bunting; Dr. Gust Olson; Ms. Giannina "Nina" Radcliffe; The Very Rev'd Deborah Woolsey; The Rev'd Dr. Paula Harris; The Rev'd Joan Smoke; Ms. Taryn Lantz; Mr. Rob Mortenson; The Rev'd Steve Capitelli; The Rev'd Dr. Miranda Hassett; Mr. Henry Peters

Standing Committee Members

Bishop Miller introduced the Current Standing Committee: The Very Rev'd Kevin Carroll, President; The Rev'd April Berens; Mr. William Robison; The Rev'd Pat Size; The Very Rev'd Anna Doherty; Ms. Judy Rose; Mr. John Washbush; The Honorable Philip Koss

Title IV Disciplinary Board

Bishop Miller introduced the Current Title IV Disciplinary Board: The Rev'd Peter Floyd; The Rev'd Debra Trakel; The Rev'd Richard Craig; Dr. William Berger; The Rev'd Scott Leannah; The Rev'd Diane Markevitch; Ms. Carol Berry Crowley

Introduction of the Staff of Nicholson House (some who also serve as ex officio members on previously named committees):

Bishop Miller introduced his staff: The Rev'd David Pfaff, Canon to the Ordinary; Ms. Peggy Bean, Bishop's Assistant for Congregational Development, now named Canon for Congregations, in recognition of her service; Mr. Tyrone Diggs, Bishop's Assistant for Finance; The Rev'd Carla McCook, Bishop's Assistant for Christian Formation; Ms. Patty Jaffke, Office Coordinator and Ms. Barbara Klauber, Administrative Assistant

Bishop Miller expressed gratitude to Those Who Have Completed Terms with Canonical Bodies:

Title IV Disciplinary Board

The Rev'd Richard Craig
Mr. William Berger

Executive Council

The Rev'd Andrew "Drew" Bunting
Mr. Gust Olson (Standing for Re-election)
The Very Rev'd Deborah Woolsey
Ms. Giannina "Nina" Radcliffe (Bishop Miller asked the Convention to hold Ms. Radcliffe in prayer; she is fighting cancer.)

Standing Committee

The Rev'd Pat Size
Ms. Judy Rose

Commission on Ministry

The Very Rev'd Gail Abbott
The Rev'd Laura Norby

Bishop Miller introduced those in the Ordination Process:

Candidates:

For priest – Ms. Jana Troutman-Miller (St. Mark's, Milwaukee) and Mr. Pedro Acosta Zapata (St. Mark's, South Milwaukee)
For deacon – Mr. Ken Castello (St. Francis, Menomonee Falls)

Postulants: (Both for the Permanent Diaconate)

Mr. Cliff Perkins (Good Shepherd, Sun Prairie)
Mr. William Dunlop (Good Shepherd, Sun Prairie)

Bishop Miller further noted that there are 7 individuals in active discernment with the Commission on Ministry: Ms. Elizabeth Sinclair (St. Simon, Port Washington); Ms. Esther Kramer (St. John Chrysostom, Delafield); Mr. Dan Spors (St. Matthias, Waukesha); Mr. Kent Larimer (St. Simon, Port Washington); The Rev'd Colleen Smith (Trinity Church, Wauwatosa); Ms. Cameron Macdonald (St. Luke's, Madison) and Mr. Dave Matlak (Diocese of Virginia)

Bishop Miller welcomed clergy ordained since the last Convention:

Transitional Diaconate:

The Rev'd Pickett Wall – (St. John's Military Academy, Delafield)

Permanent Diaconate:

The Rev'd John Reese – now serving in Arkansas

Priesthood:

The Rev'd Dorota Pruski (St. Andrew's, Madison) and The Rev'd Oscar Roso (St. Paul's, Watertown)

Originally omitted:

The Rev'd Jason Lavanne (St. John the Divine, Burlington) priest from the Roman Catholic Tradition

Bishop Miller welcomed clergy new to the Diocese:

The Rev'd Matthew Buterbaugh (St. Matthew's, Kenosha)

The Rev'd Dusty Fecht (St. Michael's, Racine)

The Rev'd Sheila Scott (St. Paul's, Milwaukee)

Bishop Miller announced clergy leaving positions within the Diocese:

The Rev'd Joan Smoke from Holy Cross, Wisconsin Dells to Troy, Ohio

The Rev'd Nancy Malloy from Holy Communion, Lake Geneva

The Rev'd Peter Floyd from St. Anskar's, Hartland to the Diocese of Colorado

The Rev'd Deborah Woolsey from St. Alban's, Sussex to Dayton, Ohio

Originally omitted:

The Rev'd Terry McGugan from St. Michael's, Racine to the Diocese of Colorado

Bishop Miller announced clergy in new work within the Diocese:

The Rev'd Martha Berger – now Rector of St. Francis, Menomonee

Bishop Miller expressed gratitude and prayers for those who have retired:

The Rev'd Bill Myrick

Bishop Miller introduced clergy from ELCA serving the Diocese:

Pastor Joan Wittrock serving at St. John the Baptist, Portage, WI

Approval of Minutes from the 165th Diocesan Convention

Bishop Miller asked if there was any objection to waiving the reading of the minutes of the 165th Diocesan Convention. Hearing none, he asked if there were any corrections or additions to the minutes of the 165th Convention of the Episcopal Diocese of Milwaukee. Hearing nothing further, Bishop Miller announced that the minutes were accepted as presented.

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

Bishop Miller called on Ms. Jennifer Henery, Dispatch of Business, for the report of the committee. He noted that the Dispatch of Business is charged with the organization and operation of the business meeting; that, it includes, with the Parliamentarian, maintaining the Rules of Order. He further noted that

the Rules of Order have not changed recently and that the current set is included in the materials in the deputy folders.

Ms. Jennifer Henery reviewed the business contents of the deputy folders for the following materials: Schedule, Rules of Order (as amended 2011), Reports to the Convention, Voting Cards (green, red, yellow) and the Ballots.

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

Nominations

Bishop Miller recognized Mr. John Washbush, Parliamentarian, to explain the nominations procedure, while The Rev'd Scott Leannah, 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'd Scott Leannah, 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. Steve Martinie (St. Mark's, Milwaukee) 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. Steve Martinie was elected by Unanimous Consent.

Title IV Disciplinary Board

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

In the clergy order, no nominations were received by the deadline, and so the floor was opened for nominations. The Rev'd Mark Moore (St. Thomas of Canterbury, Greendale) was nominated for the three-year term and accepted the nomination. There being no other nominations, Bishop Miller asked for any objection to declaring the election to be by Unanimous Consent. Hearing none, Bishop Miller declared that The Rev'd Mark Moore was elected by Unanimous Consent.

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

In the lay order, no nominations were received by the deadline, and so the floor was opened for nominations. Ms. Carlynn Higbie (Trinity Church, Wauwatosa) and Dr. William Berger (St. Francis, Menomonee Falls) were nominated for the three-year term and accepted the nomination. There being no other nominations, Bishop Miller asked for any objection to declaring the election to be by Unanimous Consent. Hearing none, Bishop Miller declared that Ms. Carlynn Higbie and Dr. William Berger were elected by Unanimous Consent.

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

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

The Rev'd Michael Caldwell (Zion, Oconomowoc) and Ms. Margaret Schumacher (St. Paul's, Milwaukee) were nominated for the three year term. There being no other nominations, Bishop Miller asked for any objection to declaring the election to be by Unanimous Consent. Hearing none, Bishop Miller declared that The Rev'd Michael Caldwell and Ms. Margaret Schumacher were elected by Unanimous Consent.

Executive Council

Two clergy and two lay persons to be elected to a three-year term; one lay person to be elected to a two-year term

For the Clerical Order:

The Rev'd Dr. D. Jonathan Grieser (Grace, Madison) and The Rev'd Gary Manning (Trinity Church, Wauwatosa) 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'd Dr. D. Jonathan Grieser and The Rev'd Gary Manning were elected by Unanimous Consent.

For the Lay Order:

Mr. Gust Olson (St. James', Milwaukee), Mr. Christopher Schatzman (St. Luke's, Racine) and Ms. Janice Watter (St. Bartholomew, Pewaukee) were nominated for the three lay positions. Hearing no other nominations, Bishop Miller announced that a written ballot was necessary to determine the term for each person.

Standing Committee

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

For the Clerical Order:

The Rev'd Scott Leannah (St. Mary's, Dousman) and The Rev'd Mike Tess (Good Shepherd, Sun Prairie) were nominated for the four year clerical position. Hearing no other nominations, Bishop Miller announced that a written ballot was required.

For the Lay Order:

Ms. Kathleen "Kada" Bush (St. Bartholomew, Pewaukee) and Ms. Carlynn Higbie (Trinity Church, Wauwatosa) were nominated for the four year lay position. Hearing no other nominations, Bishop Miller announced that a written ballot was required.

Deputies to General Convention

Four clergy persons (priests or deacons) and four lay persons to be elected to serve at the 2015 General Convention

For the Clerical Order:

The Rev'd Martha Berger (St. Francis, Menomonee Falls), The Rev'd Don Fleischman (St. Barnabas, Richland Center), The Rev'd Dr. Miranda Hassett (St. Dunstan's, Madison), The Rev'd Andy Hanyzewski (St. Peter's, Fort Atkinson), The Very Rev'd Andrew "Andy" Jones (St. Andrew's, Madison), The Rev'd Tom Holtzen (St. Paul's, Ashippun and Nashotah House) and The Rev'd Michael Tad Parks (St. Peter's, West Allis) were nominated for the four clerical positions. Hearing no other nominations, Bishop Miller announced that a written ballot was required.

For the Lay Order:

Ms. Janet L. Finn (Holy Trinity Episcopal Church, Prairie du Chien), Ms. Carlynn Higbie (Trinity Church, Wauwatosa), Ms. Esther Kramer, Ph.D. (St. John Chrysostom, Delafield), Ms. Jessica MacPhail (St. Luke's, Racine), Mr. Bill Robison (Trinity Church, Wauwatosa), Mr. John Washbush (St. James',

Milwaukee) and Ms. Melanie Stewart, Ph.D. were nominated for the four lay positions. Hearing no other nominations, Bishop Miller announced that a written ballot was required.

Bishop Miller announced all nominations closed and thanked The Rev'd Scott Leannah and all the members of the Committee on Nominations for their service to the Convention.

Bishop Miller appointed Mr. Lee Klugiewicz (The Cathedral Church of All Saints, Milwaukee) as the Chair of Tellers. He recognized and thanked all who had volunteered to assist with this essential task.

Bishop Miller recognized Mr. John Washbush, the Parliamentarian, for an explanation of the 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.

Bishop Miller called forth the tellers; the First Ballot was concluded.

A Parliamentary Moment

Bishop Miller recognized Ms. Jennifer Henery, Dispatch of Business. Ms. Jennifer Henery explained the procedures for how Old Business is taken up and how New Business comes before the 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.

Consideration of Old Business

Bishop Miller asked the Secretary if there was any Old Business committed to this body. The Rev'd Gary Lambert stated that, to the best of his knowledge, there was no Old Business.

Bishop Miller recognized The Very Rev'd Kevin Carroll, President Pro-Tempore.

The Very Rev'd Kevin Carroll, President Pro-Tempore introduced the Bishop

2003 was an auspicious year in the life of the Episcopal Church and in the Anglican Communion.

10 years ago, the General Convention gave its consent to the election of Gene Robinson as bishop of New Hampshire. That action of the convention struck a chord that is still reverberating throughout the church to this day.

At that same convention, a priest from the Diocese of Virginia also received consent to become the 11th bishop of the Diocese of Milwaukee.

For the last 10 years Steven Andrew Miller has occupied the office of bishop here in our diocese. It has been and continues to be a challenging seat to occupy.

When Bishop Miller accepted episcopal election the church had just made a decision which fundamentally altered relationships with individuals and churches, both inside and outside of the Anglican Communion. While many rejoiced – many were also saddened and disaffected.

Bishop Miller's first task was to deal with the fallout of the 2003 General Convention and keep the diocese in tact.

Even though we lost some members of congregations; and some clergy; unlike other dioceses we did not lose one parish. And when a group of people actually did try to abscond with the property at St. Edmund's in Elm Grove, under Bishop Miller's leadership the property which rightfully belonged to the diocese was retained.

It was during this early period in his episcopate that we realized one of Bishop Miller's strengths—which is the ability to attract new and gifted clergy.

Trinity Church in Wauwatosa was deeply affected by the events of 2003. Bishop Miller recruited my friend and colleague the Rev. Gary Manning to be their pastor. Trinity was restored to health and vitality.

Bishop Miller and his staff have recruited many new clergy; and the average age of the parochial clergy in this diocese is one of the lowest in the Episcopal Church.

Early on in his episcopate Bishop Miller also made a point to make congregational development a priority. He brought the Congregational Development Institute or CDI to the diocese. In the past 7 years over 100 lay people from over 30 parishes have participated in CDI. CDI has given them the training and tools to become leaders in their congregations.

In response to other concerns, Bishop Miller turned his attention to the fiscal state of the diocese and parishes. Under his leadership the administration of the diocese has been streamlined and assessments have been reduced over the past 10 years.

As he settled into the office and navigated some initial rough waters, Bishop Miller was eventually able to turn his full attention to nurturing and supporting new and innovate forms of ministry:

One such response was dealing with the economic reality of owning a permanent summer camp. After a period of discernment, the property in Wautoma, which had been the home of Camp Webb for many years was sold. However, we are a church that believes that out of death comes new life. Under his leadership, the proceeds of the Wautoma Property has made possible the creation of a new position of the Bishop's Assistant for Formation; and the future of Camp Webb was ensured when we entered into partnership with the ELCA and re-planted Camp Webb at Camp Lutherdale.

Another exciting new ministry which was birthed with the bishop's support is the Hospitality Center in Racine. Under the leadership of Deacon Kevin Stewart--another newly minted clergy in this Diocese--a ministry which offers food, shelter, fellowship and dignity to the homeless of Racine, was opened and is thriving.

In Madison, St. Francis House, has been revitalized under Bishop Miller's leadership. With his support and the hard of its board, and the Madison clergy led by the Rev. Andy Jones, the Episcopal campus ministry center at the University of Wisconsin, in Madison, rededicated its chapel last month, in no small part owing to a new, creative and entrepreneurial model for ministry.

By entering into a joint venture with a private developer, the historic building on the campus was moved to the corner of the property and a high-rise, private dormitory was built. St. Francis House now has an even more prominent location on University Avenue—the main artery through the campus; and the income from the project is already flowing and it underwrites the Ministry of another new and gifted priest, the Rev. Jonathon Melton.

In Washington County, with an eye to the future, Bishop Miller recently install not one, but, three new clergy at St. James' in West Bend. This innovative model of a ministry team, jointly lead by The Revs. Anna Doroty and Richard Craig; and deacon Cathy Milliken, is an exciting example for other smaller parishes to remaining vibrant and continue to bring the gospel to their communities.

During my time here in the diocese, I have also come to know bishop Miller and a friend and a pastor to his clergy. When I lost my sister to complications of diabetes 5 years ago, Bishop Miller (and also my friend and colleague David Pfaff) was there for me and my family. For that I will always be grateful. As I said when I began this introduction, the events of 2003 struck a cord which still reverberates today. The Episcopal Church is forging ahead to make sure gays and lesbians have their rightful and full place in the church. We are still in a period of discernment in this diocese as to how that will look. The Bishop finds himself in a different place than many of his clergy and laity. I know that this gap has been and is still problematic, and he takes that deeply to heart.

I have had the privilege of working with him and I know that he is dealing with this issue—and all that come before him—deliberately, prayerfully, and from a place of his own deep, personal integrity.

Ministry is about relationships: whether it is the ministry of the laity, deacons, priests or bishops. And like any commitment relationship, which is sustained over time they change. When you tend them and work at them, they grow and ripen and mature.

As we meet at this 166th convention of the Diocese of Milwaukee; and as we mark the 10th anniversary of Bishop Miller's consecration, my prayer for all of us it that the bonds of affection among us grow; that our ministries continue to grow and mature; and that as we as a diocese march boldly into the next decade of sharing the Gospel of Jesus Christ; and I pray that we will grow, together with our bishop, to reach unity in the faith; knowledge of the Savior; and we may all attain to the whole measure of the fullness of Christ.

I am pleased and delighted to present to you, on the 10th anniversary of his consecration, the 11th Bishop of Milwaukee, the Right Rev. Steven Andrew Miller.

Bishop Miller's Pastoral Address

See Appendix II, for Bishop Miller's Address

Recess – 30 minutes

10:53 a.m. – Call to Order – Second Business Session

Bishop Miller called the Convention back to order.

Report of the Committee on Resolutions

Bishop Miller recognized The Rev'd Cathleen Milliken, Chair of the Committee on Resolutions, for its report.

The Rev'd Cathleen Milliken reported that the Committee on Resolutions was charged with three tasks:

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

The Rev'd Cathleen Milliken reported that the Committee on Resolutions had two resolutions for consideration:

- Resolution IA. – 2014 Clergy Minimum Compensation Resolution (and appendix)
- Resolution IIA. – Resolution urging the inclusion of Bishop Thomas Atkinson in the calendar of the commemorations of the Episcopal Church

Bishop Miller thanked The Rev'd Cathleen Milliken and all the members of the Committee on Resolutions.

A Parliamentary Moment

Bishop Miller recognized Ms. Jennifer Henery, Dispatch of Business, for the purpose of clarifying the conduct of business.

Ms. Jennifer Henery stated: *Now that business has been brought to the Convention, it is the job of the Convention to debate the merits of each piece of legislation, make changes to it as necessary for it to meet the will of the assembly, or to refer it to another body for a specific purpose and to return it to the Convention either later in this meeting or at next year's convention.*

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

Bishop Miller stated that the resolutions would be dealt with in the order appointed starting with the Resolution regarding clergy minimum compensation stipulated below.

RESOLUTION I 2014 Clergy Minimum Compensation Resolution

2014 Clergy Minimum Compensation Resolution (and appendix)

Resolved: that clergy minimum compensation levels for 2014 in the Diocese of Milwaukee be increased from their 2013 levels by 1.60%. This amount is derived from a blended formula consisting of various economic indicators (see discussion).

Minimum compensation levels are therefore given by the following formulas:

Minimum for newly ordained clergy: \$49,904

Additional compensation for clergy with N years experience: N x \$1,575

Minimum compensation for clergy with 10 or more years experience: \$65,654.

Years Experience	Increment Multiplier (N-1)	Annual Increment	Minimum Compensation	Percent Increase
0	0	0	49,904	1.60%
1	1	1,575	51,479	1.60%
2	2	3,150	53,054	1.60%
3	3	4,725	54,629	1.60%
4	4	6,300	56,204	1.60%
5	5	7,875	57,779	1.60%
6	6	9,450	59,354	1.60%
7	7	11,025	60,929	1.60%
8	8	12,600	62,504	1.60%
9	9	14,175	64,079	1.60%
10	10	15,750	65,654	1.60%

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

Discussion

The Professional Standards Committee recommends the continued use of a blended formula, consisting of COLA formulas from Federal and State agencies, and economic indicators using past, present and future inflation percentages. This is in keeping with a method used by other dioceses in the Episcopal Church.

CLERGY COMPENSATION CALCULATION

	<u>Weight</u>	<u>%</u>	<u>Net</u>
<i>Wisconsin Retirement System Core Fund Adjustment 2013</i>	0.05	0.00%	0.000%
<i>12 month average Inflation Rate</i>	0.05	1.83%	0.092%
<i>Current Inflation Rate (CPI)</i>	0.05	1.75%	0.088%
<i>Federal COLA estimate for 2013</i>	0.25	1.90%	0.475%
<i>Office of Management and Budget (OMB) estimate for 2013 CPI</i>	0.15	1.80%	0.270%
<i>US Dept of Labor- Private Industry Compensation Change*</i>	0.20	1.90%	0.380%
<i>US Dept of Labor- State & Local Gov't Compensation Change*</i>	0.15	1.80%	0.270%
<i>90 Day Treasury Bill rate*</i>	<u>0.10</u>	<u>0.30%</u>	<u>0.030%</u>
 <i>Total</i>	 <u><u>1.00</u></u>		 <u><u>1.604%</u></u>

**Trailing 12 months*

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 coverage), and in accordance with the resolutions of the diocesan convention (*see appendix*). Short-term disability, including for maternity leave, is a benefit included in the pension program. The clergy are encouraged to investigate long-term disability policies for their own protection. Parishes are also responsible for automobile mileage reimbursement, continuing education allowances, and provision for regular sabbatical leaves.

Committee on Professional Standards

Mr. Mike Hagon
 Mr. David Purcell
 Mr. Peter Uihlein
 Ms. Margaret Schumacher
 The Rev. Mary Mail
 The Rev. Gary Manning
 The Rev. Mark Moore
The Rev. David Pfaff, staff liaison

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 2014 must be completed no later than December 31, 2013.
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 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.

3. We recommend that parishes with church-owned housing contribute an amount equal to four percent (4%) of the adjusted package (stipend plus SECA) to a portable financial instrument such as a tax sheltered annuity, as an equity allowance.
4. These guidelines do not include such factors as tenure in a particular parish, job performance, type of community, advanced degrees, unique parish responsibilities or prior business/professional experience. In other words, the computed compensation levels of this Resolution are to be considered *minima*, not targets.

Some Definitions and Policies

SECA: Self Employment Compensation Act. The policy of the diocese is for the parish and the clergy person to pay one-half (1/2) of the total SECA tax each. SECA takes the place of FICA and Medicare for clergy, since they are considered 'self-employed' for purposes of this tax.

Pension Costs: The payment of pension premiums in the amount of 18% of Total Cash Compensation is mandated by national Canon, and is not negotiable.

Health and dental costs: The policy of the diocese is for parishes to provide clergy with family health and dental insurance coverage, in accordance with the directions of the diocesan convention (*see appendix*).

Continuing education allowance: The policy of the diocese is for parishes to provide for continuing education each year. This implies expenses for the education itself and also for supply clergy if the education is away from the parish.

Automobile allowance: The policy of the diocese is for the parishes to provide full-time clergy an annual automobile expense allowance.

Sabbatical allowance: The diocese encourages all parishes to provide funding of sabbaticals for all full-time clergy.

Appendix

Interim report from the Health Insurance Task Force to the 165th Convention of the Episcopal Diocese of Milwaukee.

At the 164th Convention of the Diocese of Milwaukee, in an effort to comply with the direction of the 2009 General Convention, we proposed the resolution which is attached below. The resolution indicated follow-up action at the 165th Convention, aimed at finalizing the recommendations outlined, in compliance with the timetable requiring diocesan action by December 31, 2012, as set by the 2009 General Convention.

However, at the 2012 General Convention, while the Denominational Health Plan (DHP) was endorsed once again, the deadline for doing the things outlined in our resolution from last year—addressing the issues of a 'base' plan for coverage in our diocese, parity in extent of coverage for all insureds, lay and ordained, and premium sharing, was pushed back to the end of 2015. This was the result of developments and challenges, some predictable and some not, that have arisen in the DHP's implementation.

Since the question of federal law, and its potential impact on this issue, is very much up for debate depending on the outcome of our upcoming national elections, the Task Force thought it unwise to bring forth another resolution affirming our prior work, with an eye towards meeting a deadline which is no longer applicable.

Rather, at this point we continue to monitor the developments on this issue, and will continue to insure that the Diocese of Milwaukee is in full compliance with the directions of General Convention 2012 by December 31, 2015. In the meantime, we celebrate the reduction in insurance premiums for a number of the plans available to us through the DHP, and assure the Convention that this issue remains very much in the fore of discussions at both the local and diocesan levels.

Submitted by the Task Force on Health Insurance

Ms. Mitzi Roy, *convener*

Mr. Dave Long

The Rev. Kenny Miller

The Ven. Chuck Zellermyer

Ms. Janet Finn

The Rev. Pat Size

Mr. Bob Staeck

The Rev. David Pfaff, *staff liaison*

**Resolution on Health Insurance Coverage
(adopted by the 164th Convention of the Episcopal Diocese of Milwaukee)**

Whereas, the 76th General Convention of the Episcopal Church established, by the adoption of Resolution A177, the Denominational Health Plan of this Church for all domestic Dioceses, Parishes, Missions, and other ecclesiastical organizations or bodies subject to the authority of this Church, for Clergy and Lay employees who are scheduled to work a minimum of 1,500 hours annually, in accordance with the principles given in the Resolution,

Be it therefore resolved, that 164th Convention of the Diocese of Milwaukee establishes the following guidelines for the provision of health insurance coverage for eligible employees for calendar year 2012:

- the employing entity will provide a minimum of 90% of premium coverage as appropriate to the insured;
- domestic partnerships (as defined by the Church Pension Group) will be covered;
- a Health Savings Account will be established by each employing entity for those employees choosing the HDHP for calendar year 2012, to be funded, by the employing entity 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. Such funding shall be available on January 1, 2012.

Be it further resolved, that the diocesan Health Insurance Task Force will recommend for consideration by the 165th Convention of the Diocese of Milwaukee a specific minimum baseline plan as directed in Resolution A177 of the 76th General Convention of the Episcopal Church.

Bishop Miller stated that Resolution I had been placed before the Convention and that because a Committee had brought the Resolution, it was considered moved and seconded.

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

Mr. Gerald Kreitzman (St. Paul's, Watertown) asked about the possibility of further separating out from the salary increase, the cost of other fringe benefits (i.e. health insurance, life insurance) so that vestries might have the opportunity to transfer monies to other compensations (i.e. child care) and get *more bang for their buck*.

Bishop Miller noted that the purpose of this time was to speak for or against the Resolution. He also suggested that Mr. Kreitzman's idea be referred to a committee for further study and to develop guidance for vestries in this matter. Mr. Kreitzman concurred and said that he would accept the matter being referred to committee and being reported back at the 2015 convention.

Bishop Miller asked if there was any further discussion on the Resolution. Seeing no one move to any microphone, Bishop Miller called for a vote. The Resolution passed with a voice vote.

Bishop Miller stated that a Resolution urging the inclusion of Bishop Thomas Atkinson in the calendar of the commemorations of the Episcopal Church was before the Convention.

RESOLUTION II Resolution urging the inclusion of Bishop Thomas Atkinson in the calendar of the commemorations of the Episcopal Church

Resolution urging the inclusion of Bishop Thomas Atkinson in the calendar of the commemorations of the Episcopal Church

Resolved, that this 166th Convention of the Diocese of Milwaukee memorialize the Standing Commission on Liturgy and Music to recommend that the General Convention of 2015 add a commemoration on January 7th of each year of Thomas Atkinson, third bishop of the Episcopal Diocese of North Carolina to Holy Women, Holy Men, with appropriate propers assigned; and be it further

Resolved, that the Secretary of this Convention forward to the Secretary of the General Convention a copy of this resolution within sixty days of the adjournment of this Convention.

Explanation:

Thomas Atkinson, was ordained Bishop of North Carolina in 1853. His predecessor, Levi Silliman Ives, had (defected) **moved** to the Roman Catholic Church, leaving behind bitterness and sharp divisions, which Bishop Atkinson gracefully and peaceably set aside.

No more had he settled that controversy then the dark clouds of civil war developed. While others followed divergent popular visions of providence, Bishop Atkinson followed the precepts of God and Church. Heeding the first and greatest law, to love, he campaigned for a progression of enlightenment that could have eventually led to the extinction of slavery through the realization that God's grace was for all and that one man or woman must not be unwillingly subjugated to another.

At the same time, he worked towards raising the spiritual, cultural and educational condition of those held in slavery, preparing them for a future that would make them free and in all respects equal.

His work having been interrupted ultimately by the destruction and chaos of the Civil War, we can only imagine what the 20th century might have been like had we followed Bishop Atkinson's ideal, rather than our own tragically violent and ignorant ways.

Following the war, he was instrumental in bringing about the swift reunification of the Episcopal Churches of the north and south. The rest of his life was devoted to seeking equality and education for freed slaves. Bishop Atkinson's vision and witness live on through the presence of St. Augustine's College in Raleigh, which he founded in 1868.

After forty-five years of fruitful ordained ministry, Bishop Atkinson died on January 4, 1881 at age seventy-four.

Submitter's note: I have been in earnest communication about the proper commemoration of Bishop Atkinson with the Reverend Doctor N. Brooks Graebner, Rector of St. Matthew's in Hillsborough, North Carolina, and Historiographer of the Diocese of North Carolina. He informs me that Bishop Michael Curry of the Diocese of North Carolina is whole-heartily supportive of this effort, and that, in all likelihood, all three North Carolina dioceses will propose similar action. Dr. Graebner is preparing a fuller treatment of Bishop Atkinson, which should be finished by year's end.

(Submitted by Mark L. Bardenwerper, Sr., Deputy from Saint Peter's Church, Fort Atkinson, Wisconsin)

Bishop Miller noted that this Resolution was a Memorial to General Convention, and if passed, will be submitted to a General Convention committee.

Bishop Miller stated that Resolution II had been placed before the Convention and that because a Committee had brought the Resolution, it was considered moved and seconded.

Bishop Miller asked if there was discussion on the Resolution.

The Rev'd Michael "Tad" Parks suggested a change in the word *defected* to **moved** that appears in the *Explanation* section of the Resolution.

Bishop Miller explained that the *Explanation* section does not get submitted, and, that, in correct point of order, this suggestion would have to be submitted as an Amendment to the Resolution.

Mr. John Washbush noted that the author of the Resolution was present and wondered if he would accept the word change. Mr. Mark L. Bardenwerper said that the change was acceptable.

Bishop Miller asked if there was further discussion on the Resolution. Seeing no one move to any microphone, Bishop Miller called for a vote. The Resolution passed with a voice vote with some opposed.

Special Reports

Report on the Debt Reduction Program – Mr. Steve Martinie, Diocesan Treasurer

Mr. Steve Martinie spoke to the Convention about a proposed plan from the diocese to offer three aided parishes (St. Aidan's-Hartford, St. Bartholomew's-Pewaukee, and Sun Prairie-Good Shepherd) the opportunity of the forgiveness of a Foundation loan or a matching of their repayment of bank loans?

He indicated that the rationales for giving these congregations this opportunity include:

1. Acknowledging the diocesan role (under a previous administration) of encouraging building loans that have not worked out as planned.
2. Facing the reality that, at least to some extent, the diocese is already paying these loans gradually via parish aid and that it may be better to wrap up the process sooner than later.
3. Having helped the parishes to remove their debt burden, the parishes could then be removed from aided parish status and the diocesan aid would then be used to reduce assessments for all parishes.

Report on St. Francis House – The Rev’d Jonathan Melton

The Rev’d Jonathan Melton spoke briefly of the history of St. Francis House and then elaborated on the vision of the St. Francis House board and Bishop Miller for St. Francis House. He spoke of his own vision of developing Christian leaders who live generously, discovering the gifts God has given each person. He thanked the Convention for their financial and prayerful support.

Report of the First Ballot

Bishop Miller reported the results of the first ballot:

Executive Council (*Two lay persons for three years; One lay person for two years*)

Dr. Gust Olson for three years

Ms. Janice Watter for three years

Mr. Christopher Schatzman for two year

Deputy to General Convention – Clerical

The Rev’d Andrew “Andy” B. Jones

The Rev’d Dr. Miranda Hassett

The Rev’d Martha Berger

Deputy to General Convention – Lay

Mr. Bill Robison

Ms. Carlynn Higbie

Dr. Melanie Stewart

Mr. John Washbush

Need for a Second Ballot

Bishop Miller then announced that a second ballot was required for:

Deputy to General Convention – Clerical

The Rev’d Paula Harris or

The Rev’d Mark Moore

The lay deputies and clergy completed the second ballot and the tellers collected them; the Second Ballot was concluded.

Report on the UTO – Bishop Miller

Bishop Miller summarized the major issues and concerns resulting from the proposed changes to the governance of United Thank Offering. He noted that, at this point, nothing had been completely resolved.

Report and Video on the Upcoming Workshop: The Ridiculously Awesome 2014 Spring Acolyte Festival – The Rev'd Jonathan Melton, The Rev'd Dorota Pruski and The Rev'd Seth Raymond

A contemporary video demonstrating the joys and challenges of being an acolyte was presented with a special feature – Bishop Miller” getting down”/dancing. The clergy who prepared this video hope that the video will go viral and that many parish members, of all ages, will participate in the festival, or will consider supporting it financially. They also noted that a flyer, with all the pertinent information, was in the deputy folder.

2014 Diocesan Budget – A Parliamentary Moment

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

Bishop Miller recognized Mr. Steve Martinie, Treasurer of the Diocese, for the budget report.

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

Mr. Steve Martinie noted that the budget did not reflect any dramatic changes.

Mr. Steve Martinie then reviewed the 2014 Diocesan Budget.

--He said that the **Revenue** stream was decreasing mainly because of a decrease in assessment income.

--He also noted that **Expenses** are down due to projected staffing changes.

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

Seeing no one at the microphones, Bishop Miller asked if there was a motion to adopt the 2014 budget.

It was moved and seconded to adopt the budget.

Bishop Miller asked if there was any discussion or debate on the budget. Seeing no one at the microphones, Bishop Miller called for the vote to adopt the 2014 budget. It passed with a unanimous voice vote.

Bishop Miller thanked Mr. Steve Martinie for his faithful work in the diocese.

Report on the Episcopal Service Corps: Creating for a Cause – Ms. Amy Clark

Ms. Amy Clark updated the Convention on the Episcopal Service Corps. She noted that:

--through trial and error (and increasingly more gray hair) the program was now in place;

--currently 6 interns were involved in the program working for non-profit organizations in Urban Milwaukee.

Ms. Amy Clark expressed her appreciation to Bishop Miller for his continued support as well as to The Rev'd Canon David Pfaff, The Rev'd Gary Lambert, the staff and the non-profit organizations for their time and willingness to help build this new venture. She then introduced the interns and noted that recruiting for the next set of interns and non-profits would begin right after Thanksgiving.

Report on Companion Diocese, NEWALA – The Rev'd Dr. Miranda Hassett

Through a slide show, prepared by The Rev'd Don Fleischman, and her own personal experience of Newala shared with 4 other clergy from the clergy, The Rev'd Dr. Miranda Hassett presented a brief history of the involvement of the diocese in Newala and its immediate needs. She noted that treasures from Newala and a pictorial desk calendar were available for purchase to help with the financial support of Newala. She further suggested that other ways congregations could get involved with assisting Newala would be visiting the website or inviting one of the 5 “travelers” to the parish. She stated that: *we have much to learn from Newala.*

The Rev'd Dr. Miranda Hassett concluded by saying that she joins Bishop Miller in asking the Convention for prayers for Newala.

Report of the Second Ballot

Bishop Miller reported the results of the second ballot:

Deputy to General Convention

The Rev'd Mark Moore

Bishop Miller thanked all for their due diligence and offered congratulations to the newly nominated.

Report on Christian Formation – The Rev'd Carla McCook Camp Webb/Mission Trip

The Rev'd Carla McCook spoke of the positive 2013 Camp Webb experience. She noted that through using *Living Well with The Living Compass* and through balancing play and worship, the staff brought about a successful week.

The Rev'd Carla McCook noted that a different form of *The Living Compass* was used for the Mission Trip and helped the team to bond as a community.

The Rev'd Carla McCook informed the Convention of pertinent Christian Formation Dates:

--All Souls Youth Event – November 2nd, 2013

--Camp Webb 2014 – Feed My Sheep (She encouraged early registration.) June 22-27

--Acolyte Festival for ALL acolytes of ALL ages – April 5th, 2014

The Rev'd Carla McCook requested that the Convention check out the website and concluded that: “Formation is for all ages.”

Report from the Standing Committee – The Very Rev'd Kevin Carroll

The Very Rev'd Kevin Carroll noted that, along with the regular responsibilities of the Standing Committee (consenting to the ordination of Bishops and recommending postulants for ordination), Bishop Miller had asked that the members of the Standing Committee serve as a task force relative to A049 –

Authorizing Liturgical Resources for Blessing Same Gender Relationship. They were to establish a systematic process so that the diocese could *move forward together*.

The Very Rev'd Kevin Carroll noted that, to that effect, each parish should have received a packet of material (which will also be available on the website) to be prayerfully completed by the vestry and the clergy and returned to the Standing Committee, hopefully evidencing, to the committee the "mind of the diocese." He said that the second step in the process was still not clear. He asked for prayers for Bishop Miller and the Standing Committee.

Report of the Committee on Courtesy and Privilege

Bishop Miller recognized The Rev'd Gary Lambert, Secretary of the Convention, for the reading of The Resolutions of Courtesy and Privilege.

The Rev'd Gary Lambert presented the following **2013 Resolutions of Courtesy and Privilege**.

1) **BE IT FURTHER RESOLVED** that this 166th annual Convention of the Diocese of Milwaukee express its gratitude to the clergy and people of St. Paul's Church and All Saints' Cathedral, who are serving as hosts for this Convention. Most especially, thanks is due to the Rev. Dr. C. Steven Teague, Ms. Chris Kreuger, Mr. Dean Thome, Ms. Mary Beth Haubrich, Mr. Mal Soward-Gatford, of St. Paul's Church; The Very Rev. Kevin Carroll, Ms. Erica Schuller Buckley, Mr. John Semon, Canon Joseph Kucharski, of All Saints' Cathedral; and the Rev. Martha Berger, the Rev. Michelle Mooney, and Ms. Carlynn Higbie, on behalf of the Transition Committee of 2003, for their hard work and diligence in coordinating the various parts of this gathering, and for recruiting the many able volunteers to whom we offer our heartfelt thanks.

2) **BE IT FURTHER RESOLVED** that this gathering extend its greeting to the members of St. Paul's Church, Milwaukee, as they celebrate the 175th year of ministry in this city.

3) **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 the preparation for and the conduct of this event, including the volunteers who assisted in the preparation of all the Convention materials, and especially to the Reverend Marge Kiss, their coordinator and captain, as well as the indefatigable recording secretary of this body, without whose efforts our work today might be unknown to generations yet unborn.

4) **BE IT FURTHER RESOLVED** that thanks be given to our Chief Registrar *pro tempore*, Bob Heindl, and Head Teller, Lee Klugiewicz, for their assistance and leadership in many ways, visible and invisible; and that the assurance of our prayers and affection be given to our Chief Registrar, Nina Radcliffe, who is absent by reason of illness.

5) **BE IT FURTHER RESOLVED** that this Convention now extend greetings and offer the prayers of its members to the clergy and people of our companion diocese of Newala, in the Anglican Church of Tanzania, to the Rt. Rev. Oscar Steven Mnung'a and his wife Agnes, that they may have the courage to continue their Christian witness for human dignity, and the just and responsible use of all natural resources entrusted to their care.

6) **BE IT FURTHER RESOLVED** that this Convention now extend greetings and offer the prayers of its members to the sisters of the Community of St Mary of Nazareth and Calvary at their house in Newala, Tanzania, and to Sr. Helena, their senior sister; and the sisters of the Community of St. Mary, Western Province, in Milwaukee, giving thanks for the faithful and varied ministries of all who live a monastic life.

7) **BE IT FURTHER RESOLVED** that this Convention extend its greetings and offer the prayers of its members to the clergy and people of the Diocese of Haiti, their bishop, the Rt. Rev. Jean Zache Duracin, and especially to the community at St. Marc's Church and School in Jeanette, giving thanks in particular for the ministry of Pere Lenord and his wife, Fifi.

8) **BE IT FURTHER RESOLVED** that this Convention once again extend its greetings to our ecumenical partners: in the Roman Catholic Church the Most Reverend Jerome Edward ListECKI, Archbishop of Milwaukee, and to the Most Reverend Robert Morlino of the Diocese of Madison, and to the clergy and the people of their parishes; in the Evangelical Lutheran Church in America to Bishop Jeff Barrow of the Milwaukee Metro Synod, to Bishop-elect Mary Froiland of the South Central Synod, and Bishop Jim Arends of the LaCrosse Area Synod; to the clergy and people of the Moravian Church, Western District; and to all the member churches of the Wisconsin Council of Churches, the Reverend Scott Anderson, Executive Director, that we might continue to seek unity among all Christians, and to serve the world together in the name of Christ.

9) **BE IT FURTHER RESOLVED** that the members of this Convention express thanks for the presence with us of the Rt. Rev. Dean E. Wolfe, Ninth Bishop of the Diocese of Kansas, and his wife Ellen, and that this Convention send a hearty 'Rock chalk, Jayhawk' to the clergy and people of the Diocese of Kansas.

10) **BE IT FURTHER RESOLVED** that this Convention send its greeting and prayers to the clergy and people of the Diocese of Fond du Lac, and to their bishop-elect, the Rev. Matthew Alan Gunter, elected by their Convention this morning, and to the Rt. Rev. Russell Jacobus and his wife Jerrie, as they anticipate his upcoming and well-deserved retirement as seventh Bishop Diocesan.

11) **BE IT FURTHER RESOLVED** that this Convention send its greeting and prayers to the clergy and people of the Diocese of Eau Claire, and their bishop, the Right Reverend Jay Lambert and his wife, May Ruth.

12) **BE IT FURTHER RESOLVED** that this Convention sends prayers and greetings to Pru White, wife of the late Roger White, Tenth Bishop of Milwaukee, and to her family.

13) **BE IT FURTHER RESOLVED** that this Convention affirm its affection for and gratitude to the family of our bishop, to Cindy his wife, and to their daughters Lauren and Haley, recognizing the support they give their husband and father, as he carries out episcopal ministry among us.

14) **AND FINALLY, BE IT LIKEWISE RESOLVED** that this 166th 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, who yesterday celebrated the tenth anniversary of his ordination and consecration as a bishop in the One, Holy, Catholic and Apostolic Church, recommitting ourselves to pray that the Holy Spirit continue to strengthen and direct his ministry with us and among us.

Bishop Miller stated that the Resolutions of Privilege and Courtesy had been placed before the Convention and that because they are brought by a Committee, they are considered moved and seconded. He asked if there was any discussion. Hearing nothing, Bishop Miller called for a vote on the Resolutions as a whole.

The Privilege and Courtesy Resolutions passed with a unanimous voice vote.

167th Convention of the Diocese of Milwaukee

Bishop Miller announced that the 167th Convention of the Diocese of Milwaukee would be October 10th and 11th, 2014, at the Madison Marriott West Hotel & Convention Center, Middleton, Wisconsin.

Announcements

Bishop Miller explained that there were box lunches available in the Guild Hall and could be eaten wherever there was space either at St. Paul's Episcopal Church or at The Cathedral Church of All Saints. Bishop Miller also noted that recycle bins were available in various locations.

Bishop Miller, as was customary, called for the most senior clergy person present to move for adjournment. It was determined that it was the The Rev'd Terrance Gardner (St. Boniface, Mequon) who then moved that the 166th Convention of the Diocese be adjourned. The motion was seconded. Bishop Miller noted that adjournment was not debatable and so called for a vote. The motion carried by unanimous voice vote.

The Business Meeting adjourned at 12:10 p.m.

At 1:30 p.m., the Convention Eucharist – Rite II was held at The Cathedral Church of All Saints', Milwaukee, Wisconsin. The celebrant was The Rt. Rev'd Bishop Steven A. Miller. The sermon was given by The Rt. Rev'd Dean Wolfe, Bishop of Kansas. The Precentor was Canon Joseph A. Kucharski. An offering was taken with the plate going to support the Diocese of Newala. During the service, Bishop Miller presented The Bishop's Shield Award to the Community of St. Mary, Western Providence, accepted by Sister M. Letitia and Sister Mary Grace. Along with the shield, the recipients received a proclamation letter. This letter appears in the Appendix of these minutes as Appendix IV.

In recognition of his 10 years of service, Bishop Miller was presented with two sets of vestments (a red and a white, cope, miter and stole).

From 4:00-5:00 p.m., A Garden Party, in celebration of the 10th Anniversary of Bishop Steve Miller's installation as Bishop of Milwaukee was held *on the green* of The Cathedral Church of All Saints'.

Report on the Collection for NEWALA

\$2796.56 was given at the Convention Eucharist for Newala, our companion diocese.

Respectfully Submitted,

Reverend Margaret M. Kiss, Deacon
Recorder of the Minutes

Appendix I – Nominee Biographies

Nominations to the 166th Annual Convention of The Episcopal Diocese of Milwaukee October 19, 2013

DIOCESAN TREASURER

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

Steve Martinie - St. Mark's, Milwaukee

Steve Martinie has served on the Executive Council and the Finance Committee of the Diocese of Milwaukee. He is a parishioner at St. Mark's, Milwaukee, where he has served as Junior and Senior Warden, chair of the Finance Committee and co-chair of the Search Committee.

Mr. Martinie earned his undergraduate degree from George Washington University in 1976. He also obtained a Master's in Business Administration in 1980 and a Juris Doctor degree in 1983, both from the University of Virginia. He works as an Assistant General Counsel and Assistant Secretary at Northwestern Mutual, where he specializes in investment law.

TITLE IV DISCIPLINARY BOARD

ONE clergy person to be elected to a three-year term

ONE clergy person to be elected to a two-year term

TWO lay persons to be elected to three-year terms

Please Note: NO nominations were received by the nomination deadline; nominations will be received from the floor at Convention in accordance with diocesan Canons/Rules of Order.

EXECUTIVE COUNCIL

TWO clergy persons to be elected to three-year terms

TWO lay persons to be elected to three-year terms

ONE lay person to be elected to a two-year term

The Rev. D. Jonathan Grieser - Grace, Madison

The Rev. D. Jonathan Grieser has been Rector of Grace Church since August 2009. He is a member of the Board of the St. Francis House Episcopal Campus Ministry and was co-convenor of the Diocesan Strategic Planning Task Force. In Madison, Jonathan is a strong advocate for improved services for homeless people.

Jonathan grew up Mennonite in northwestern Ohio and received a BA from Goshen College. After MDiv and ThD (History of Christianity) degrees from Harvard Divinity School, he taught for five years at Sewanee and ten at Furman University in Greenville, SC. Ordained a priest in 2006 in the Diocese of Upper South Carolina, he was Associate Rector of St. James, Greenville, before moving to Grace. Jonathan has been married for 26 years to Corrie Norman who teaches in Religious Studies at UW Madison. The author of many articles and reviews, Jonathan blogs at <http://gracerector.wordpress.com>

The Rev. Gary Manning- Trinity, Wauwatosa

The Rev. Gary Manning has served at Trinity, Wauwatosa since 2004 – first as the Bishop's Vicar, and since 2006 as Trinity's rector. Over the past nine years, Gary has served in a number of capacities on behalf of the Diocese of Milwaukee: as an Executive Council member from 2005-2008; as a member of the Board of Directors for St. John's on the Lake from 2009-2011; and most notably, as a trainer for the Diocesan Church Development Institute here in Milwaukee since 2006.

For the past two years, Gary has been a staff writer, coach and consultant with Living Compass (a ministry founded by The Rev. D. Scott Stoner, a priest of this diocese). Gary was a member of the DCDI team that, at the request of the Bishop of Georgia, has planted the Church Development Institute in that diocese. This fall, Gary begins his first academic year as the part-time Director of Field Education for Nashotah House Seminary.

Gust Olson, PhD. - St James', Milwaukee

Gust Olson has been an active member of St. James', Milwaukee, since 2003. He is presently Junior Warden, and has been a member of Vestry and the Stewardship Committee; he is a Sub-Deacon, plays cello in the ensemble "Joyful Noise," and participates in the parish's indigent burial ministry and distribution of clothes at Red Door Clothes. He is a deputy to Diocesan Convention (since 2005). He was a member of the Standing Committee between 2006 and 2009, and Executive Council from 2010.

Gust moved to Milwaukee from Edmonton, Alberta, Canada, in 2003. In Edmonton he was active in the Anglican Cathedral parish as Rector's and People's Warden, chalice bearer, and on various committees. He served on the Diocesan Executive Committee, and was a member of the Bishop's team interviewing postulants for ordination. In 1993 he was a member of the national General Synod, and served a three-year term on the national Committee on Ministry. During that time he was co-coordinator of "Towards a Whole People," a lay ministry organization of the Anglican Church of Canada.

Gust, who grew up in Waterloo, Iowa, has been married to Hope (who retired this year as Professor from the School of Information Studies at UW-Milwaukee) for 41 years; they have one son, Matt, in Vancouver, British Columbia. Gust has a Ph.D. in Russian language and literature from the University of Toronto, and taught as an adjunct in the Slavic Department at the University of Alberta. He served for 12 years as the Assistant Editor of the scholarly journal, Canadian Slavonic Papers. Gust was the part-time Parish Administrator at St. James' from 2004 to 2010; he is now Parish Administrator at St. Christopher's Episcopal Church in River Hills.

Christopher Schatzman - St. Luke's, Racine

Biography unavailable at time of publication

Janice Watter- St. Bartholomew, Pewaukee

Jan Watter has been an active member of St. Bartholomew for about 12 years now. Baptized in the Episcopal Church, she was also a member at St. Edmund's and Trinity Episcopal Church. Jan has over 20 years of church and community leadership experience. At St. Bartholomew, Jan served as Sr. Warden and now leads the priest search team. She is a trained EfM Mentor, newsletter editor, lay reader, delegate to Diocesan Convention (since 2009), and is on the Community of Hope Leadership Team.

In the community, Jan is past-president of the Elmbrook Education Foundation, founding board member of the Friends of the Brookfield Public Library, former community representative of the Elmbrook Curriculum Planning Committee, former Co-chair of the Elmbrook Parent Leadership Council and membership vice-president of Twentieth Century Topic Club of Wauwatosa.

Jan is Operations and Outreach Manager at Our Next Generation and also teaches part-time at Waukesha County Technical College. Jan and husband Jeff have two sons, Ted and David; a daughter-in-law, Heather; and granddaughter Ellie. Jan has a Bachelor of Arts degree in Interior Design from Iowa State University and an Organizational Leadership Certificate from WCTC.

GENERAL CONVENTION

FOUR clergy (priests or deacons) to be elected

FOUR lay persons to be elected

The Rev. Martha Berger - St. Francis, Menomonee Falls

A lifelong Episcopalian, the Rev. Martha Berger was ordained to the diaconate and priesthood in the Diocese of Milwaukee in 1996. As a trained interim, she has served several of our parishes: Greendale, Elkhorn, West Bend, Brown Deer, New Berlin, Hartland, Racine, and is currently Priest-in-Charge of St. Francis, Menomonee Falls.

Martha was elected as a deputy to General Convention in 2003, 2006, 2009, and 2012 where she has served on the Dispatch of Business Committee. First, as a layperson and then as clergy, Martha has served on a number of diocesan entities, among them: Commission on Racial Justice, Standing Committee, Nominating Committee, Misconduct Prevention Response Team, Transition Committee to Elect a Bishop (co-chair) and currently sits on the Commission on Global Reconciliation and the Commission on Ministry.

It would be an honor for Martha to continue to serve the Diocese of Milwaukee as a deputy to General Convention 2015.

The Rev. Don Fleischman - St. Barnabas, Richland Center

The Rev. Don Fleischman has been the rector of St Barnabas Episcopal Church in Richland Center since 2010. Prior to that, he had several years of service in churches as a church choir director and musician, as well as a decade of ordained ministry in another Christian tradition. As the pastor there he operates under the assumption that the church is most like it should be when its members are off the church property working together, and being more seen than heard in the community. He is very active in the ecumenical ministry initiatives in Richland County.

Don is a truly bi-vocational pastor. He also works at UW-Madison where he leads a video production group. He views his work there, in a way, as another parish. He believes that those gifts that he uses to pastor at St Barnabas are the same as those that he uses to help people communicate their ideas through media. In both cases it takes the ability to listen to folks, and then to empower them to act on their convictions to have success. He and his wife Gypsy live in Fitchburg with their four children.

The Rev. Miranda Hassett - St. Dunstan's, Madison

Miranda is the Rector of St. Dunstan's Church in Madison, WI. Since coming to the Diocese of Milwaukee in January of 2011, she has served on the Companion Diocese Committee working to develop a partnership with the Diocese of Newala, traveling to Tanzania with Bishop Miller and three other clergy of the diocese in July of 2013 to deepen that relationship. She was elected to Executive Council in 2012 and looks forward to continued participation in that body's discernment regarding how best to live into our diocesan mission of discipleship, relationship, stewardship and worship. She is also beginning her second year of service on the Commission on Mission and Development, working for the sustainability and vitality of the parishes of our diocese. In addition, she serves on the Youth and Family Commission. In her previous position as the Assistant to the Rector at St. Andrew's Church in Hopkinton, New Hampshire, she focused on Christian formation for children and youth, liturgy, and intergenerational programming, as well as serving on several diocesan committees. Prior to ordination, she was a founding member of the Church of the Advocate, a mission parish in Chapel Hill, NC.

Miranda's desire to serve as a General Convention deputy stems from her abiding interest in our national church and its global context. Prior to discerning a call to ordained ministry, Miranda earned a doctorate in cultural anthropology from the University of North Carolina. Her dissertation research focused on alliances between Anglicans in Africa and conservative Episcopalian splinter

groups in the United States. That work included extensive study of the Episcopal Church's recent history, including General Convention resolutions and their impact. As a General Convention deputy, she would bring her knowledge and passion to our church's ongoing work of discerning how to pursue God's mission as Episcopalian Christians, faithful to the gifts and graces of our Anglican heritage, in a rapidly-changing cultural, economic, and technological context.

Miranda is a cradle Episcopalian who was active in diocesan and provincial youth and young adult ministry as a high school and college student in Indiana. She attended seminary at Duke University (Durham, NC) and the Episcopal Divinity School (Cambridge, MA). Her Masters of Divinity work focused on Contemporary Society, the role, challenges, and calls of the Church in the modern world. Miranda lives in Madison with her husband Phil and their children Griffin (8) and Iona (3).

The Rev. Andy Hanyzewski - St. Peter's, Fort Atkinson

Biography unavailable at time of publication

The Rev. Tom Holtzen, Ph.D.

The Rev. Tom Holtzen, Ph.D. earned a B.A. from the University of Nebraska-Lincoln in 1992, and a MA in Theological Studies from Gordon-Conwell Theological Seminary in 1996 where he attended All Saints parish in West Newberry, MA. Tom came to the Diocese of Milwaukee in 1996 and was confirmed shortly after by Bishop Roger White. During this time he studied theology at Marquette University and earned a Ph.D. in Systematic Theology in 2002. At this time his wife Candace worked at the Diocesan office for Bishop White. He was ordained to the Diaconate and later to the Priesthood in 2003. From 2002 to the present time Fr. Holtzen has taught theology at Nashotah House and served as Priest-in-Charge at St. Paul's Church in Ashippun. Fr. Holtzen was appointed by Bishop Steven Miller to serve on the Diocesan Dialogue Task Force on Human Sexuality, Diocese of Milwaukee from 2003-2004.

He and his wife Candace and their four children live in Delafield, Wisconsin. He is currently Professor of Historical and Systematic Theology at Nashotah House and Priest-in-Charge of St. Paul's Ashippun. Fr. Holtzen has published articles in *Augustinian Studies*, *Newman Studies Journal*, *The Journal of Theological Studies*, *The Oxford History of the Reception of St. Augustine*, *The Living Church* and is currently working on a book on Newman's theology of justification. He enjoys fishing, hiking, serving as a Boy Scout leader, and spending time with his family.

The Rev. Andrew B. Jones - St. Andrew's, Madison

Fr. Andy has been the Rector of St. Andrew's, Madison since November of 2006. Since coming to the Diocese of Milwaukee from the Diocese of Maryland, Fr. Andy has served on the Commission on Ministry, the Diocesan Executive Council, the Christian Formation Task Force, and the Strategic Planning Task Force. Fr. Andy has participated in the Diocesan Congregational Development Institute and helped to teach at the Diocesan Vestry Training Days. He has served on the Steering Committee of the Haiti Project and traveled to Haiti twice in the last two years, hosting both Pere Wisnel Dejardin and Pere Lenord Quatorze on their trips to visit the Diocese of Milwaukee. Fr. Andy served on the board of the St. Francis House Episcopal Student Ministry and helped to move the building project, which will fund our ongoing ministry to UW students well into the future, through the labyrinthine process of project approval in Madison. Fr. Andy served as a deputy to the 2012 General Convention in Indianapolis and provided a daily chronicle of the work of convention on his blog, "A Mad City Episcopalian." Fr. Andy also plays lead guitar in the Diocese of Milwaukee's very own clergy rock band, Monstrance, whose debut performance at the 2012 Diocesan Convention rocked the Madison Marriott West!

Fr. Andy and his wife, Suzanne, have been married for thirty years and have two sons, Daniel, age 21, and Jacob, age 18. Fr. Andy graduated from Juniata College in central Pennsylvania with a BA in

Music/Philosophy and earned his M.Div. cum laude from Virginia Theological Seminary in 2002. Fr. Andy was awarded the Bishop's Shield in 2011 at the Diocese of Milwaukee's 164th convention in Racine, Wisconsin for his work in support of the St. Francis House ministry.

The Rev'd. Michael "Tad" Parks (All Saints' Cathedral, Milwaukee)

The Rev'd. Michael Parks is an active priest canonically resident in the Diocese of Milwaukee. He is being nominated for a position as a General Convention deputy.

Before ordination, Fr. Parks served in many capacities in Parishes in the Dioceses of Albany (NY), Fond du Lac and here in Milwaukee, including being a vestry member and Junior Warden, as well as being licensed over the years as a Lay Preacher, Lay Reader, Lay Eucharistic Minister and Visitor.

Since ordination, Fr. Parks was the Priest-in-Charge, Church of the Resurrection, Mukwonago, (2003-2006) and an Assisting Priest at St. Peter's Church, West Allis (2003-2009). He currently is on the staff at the Cathedral Church as an Assisting Priest. On Sunday mornings you are more likely to find him filling in as a Supply Priest (think substitute teacher, but treated better) in many of the parishes within this Diocese and the Diocese of Fond du Lac. He is currently doing long-term supply to St. Peter's Church, West Allis. He has attended, in one capacity or another, every Milwaukee Diocesan Convention since 1991.

Fr. Parks is a currently licensed CPA in the State of Wisconsin and, until he retired in August 2007, was the Accounting Manager (for Payrolls & Employment Taxation) for the County of Milwaukee. Over the years he has worked in management for a number of companies of various sizes in Accounting, Payroll Administration and Systems Development and Administration areas. Currently he is under contract with VCA, LLC as a Tax consultant.

Fr. Parks, who is single, took retirement from his secular position in 2007 to be able to devote more time to the Church and his independent studies in a number of fields. He holds a BS (Chemistry) from Albany University (part of the State University of New York), a BBA in Accounting (Cum Laude) from UW-Milwaukee, and a M.Div. from Nashotah House. His hobbies include Amateur Radio, genealogy, and model railroading. He looks forward to being able to serve as a Deputy to the 2015 General Convention.

Janet L. Finn - Holy Trinity, Prairie du Chien

Janet L. Finn is an active member Holy Trinity Episcopal Church in Prairie du Chien, Wisconsin where she has been a member for 45 years. She has served in many capacities there, including organist, altar guild president, church school teacher, Lay Eucharistic Minister (8 years); vestry member, Clerk of Vestry (5 years), Senior Warden (8 years), delegate to elect the Bishop of the Milwaukee Diocese, lay delegate to Diocesan Convention (since 1988); chairperson of search committee (2010), participant in Church Development Institute (2009-2011), Lay Deputy to General Convention (2012) and a member of the Strategic Planning Committee for the Diocese of Milwaukee (2012-2013).

In addition, Janet L. Finn, is actively involved in: The Wisconsin Retired Educators Association - membership committee, and vice-president of her local unit; WI State Historical Society - guide at the Villa Louis historic site, curatorial cleaning; The Prairie du Chien Historical Society - board member and secretary for 12 years; hundreds of volunteer hours for her community: hospital (member, Hospital Auxiliary (30 years -15 as treasurer), visits to patients, educational programs, fund raisers), public schools (fund-raisers / (educational programs), nursing home (providing entertainment to the residents and church ministries), Ft. Crawford Museum (creating exhibits & displays, coordinating programming, doing maintenance), The Election Board (staffing the polls – 12 years), World Day of Prayer (chairperson for 3 years and participant for 20 years); American Cancer Society Relay for Life (5 years as chairperson plus 5 years as participant); host for foreign exchange student, serving on the Committee for Performing Arts Board (6 years), member of local "Faith in Action" organization (a senior citizen assistance program), an active member and previous board

member of a local astronomy club, "Starsplitters of Wyalusing" (presents programs to: the public, Girl Scouts, Boy Scouts, School groups, teachers and campers on a regular basis), plus many other "spur of the moment" requests for help and assistance.

Janet L. Finn is a retired middle school science teacher of 20 years, has been married to Theodore G. Finn, a 3M retired Chemical Engineer, for 45 years, has three married daughters, Victoria, Alice and Susan and 7 grandchildren. She and her husband have lived in Prairie du Chien for 45 years.

Carlynn Higbie - Trinity, Wauwatosa

Ms. Higbie has been a member of her current parish, for over 30 years. Her parish involvement includes, serving as Sr. and Jr. Warden, vestry member, Member of Daughters of the King, Stewardship Chair, Stewardship committee, Capitol campaign committee, Co-chair of million dollar building project, multiple children's ministries and youth leader roles, and a variety of lay ministries. Her particular areas of interest in her church life include liturgy & worship, congregational development, Christian leadership development, as well as stewardship.

Her diocesan involvement includes Camp Webb Board of Directors, Executive Director of Camp Webb, Racial Justice Task Force, Stewardship Committee, Commission on Mission and Development, Consecration Sunday Leader, Transition Committee Co-Chair on the Diocese of Milwaukee Bishop Search Committee, Diocesan Convention Deputy, and a member of the diocesan Misconduct Response Team. Ms. Higbie has also attended several National Church-sponsored conferences related to stewardship and evangelism. She was a member of Episcopal Camps and Conference Centers, Inc. Having served as co-chair of the Milwaukee Deputation to four General Conventions, she has served on the GC Stewardship Committee as well as Constitution and Canons.

In her professional life, Ms. Higbie is a pediatric occupational therapist, with expertise in school-based practice. She is the proud mother of two adult sons and the very proud grandmother of Ellie and Ian.

Esther A. Kramer, Ph.D. - St. John Chrysostom, Delafield

Esther is an active member of St. John Chrysostom in Delafield. Prior to arriving in Delafield six years ago, she served in roles including vestry member, choir member, committee chair, altar guild member and reader at Trinity Episcopal in Janesville, St. John's Episcopal in Royal Oak, Michigan, Trinity Cathedral in Columbia, South Carolina and Christ Episcopal in Macon, Georgia. Esther has worked as a full-time college faculty member, state education commission staff member and executive college administrator at several colleges and universities in the Midwest and the South. Her professional and volunteer activity focuses on organizational communication, institutional effectiveness and community building. She currently directs the accreditation activity at Waukesha County Technical College and serves as a state examiner for the Wisconsin Forward organizational excellence program. Married for 27 years to Tom Schlaefer, she enjoys the wonder of each day, travel adventure, "serious" home renovation projects, and cooking for small and large groups.

Jessica MacPhail - St. Luke's, Racine

I am a cradle Episcopalian, confirmed at Grace Church, Hinsdale, Illinois. Over the years and moves, I've served on the Vestries in Elkin, North Carolina; Circleville, Ohio; and my current parish of St. Luke's, Racine, where I have been Senior Warden and am currently Treasurer. I'm a graduate of the Church Development Institute and am a trained catechist in Catechesis of the Good Shepherd, a Montessori-based Christian Formation program. In 1999 I became the Director of the Racine Public Library where I have had the ongoing privilege of promoting literacy. I am also the immediate past-president of the Downtown Racine Rotary. My true passion lies in the area of anti-racism, having been a founding member of Coming Together Racine which, since 2006, has hosted monthly movies and discussions designed to foster communication and inter-racial understanding in the wider

Racine community. I am the mother of four adult children. Perhaps the most interesting fact about me: I am the author of "Yesterday's Papers: A Bibliography of the Rolling Stones." It would be a great honor to serve the Diocese of Milwaukee as a lay deputy to the 2015 General Convention.

Bill Robison - Trinity, Wauwatosa

Mr. Robison has been a part of the Diocese for the past nearly 20 years, and a member of Trinity Wauwatosa for the past 16. Active in the parish, he has served on the Vestry and as Senior Warden, on the Foundation Board, Buildings and Grounds, Outreach and Liturgical Committees, as a Deputy to the Diocesan Convention many times, and in nearly every lay ministry offered, including as a lay prayer minister and coordinator of the newcomers ministry. His focus as a member of the parish of late has been on making the church present in the community in which it finds itself, the role of social justice in the church, and outreach to new members and visitors.

As an active member of the Diocese, Bill has served on numerous committees, including the Commission on Ministry, the Camp Webb Board, Diocesan Convention planning committee, the Commission on Architecture and Allied Arts (serving as Co-Chair), and as a deputy to the convention to elect our current bishop. He is currently serving his second term as a member of the Standing Committee and has represented the Diocese at two prior General Conventions, once as an alternate, and most recently as a lay deputy.

A resident of Wauwatosa, Bill and his wife of 20 years, Amanda, are raising two accomplished children; Jonah, 17, and Ellen, 14, of whom they are very proud. He enjoys bicycling, fitness, woodworking and technology, when he finds the time for any of these. He is partner in the Architectural firm Engberg Anderson, and specializes in healthcare, public sector and corporate work.

Melanie R. Stewart, Ph.D. - Trinity, Wauwatosa

Melanie serves the diocese as the Episcopal Relief & Development Network Coordinator and the Province V coordinator. This role provides her the opportunity to share information about Episcopal Relief & Development to the diocese and provides feedback to the organization from individuals, parishes, the diocese and the province. Melanie has participated in network activities, presentations to churches and participated in a Study Trip to Nicaragua and Belize. These trips resulted in her providing teacher workshops to the principals and teachers in the schools within the Anglican Diocese of Belize.

She is also a past member of the Haiti Project Steering Committee and has traveled to Haiti, also doing teacher seminars. She is an active member of the Commission on Global Reconciliation, the Diocese Altar Guild and Diocesan Needle workers group. Melanie has also served as a junior and senior warden at St. James Episcopal Church, Milwaukee.

Melanie is the Director of Assessment for Milwaukee Public Schools and an adjunct professor for Concordia University. She has been married to The Rev. Kevin Stewart for the past 22 years, is the mother of two grown children and is the grandmother of four. Melanie spends her spare time reading, knitting, quilting and sewing.

John Washbush - St. James, Milwaukee

John Washbush is an active member of St. James', Milwaukee, and has served the Church at the parish, diocesan and national church level. As a Lay Deputy to the 76th General Convention in Anaheim and the 77th General Convention in Indianapolis, John was involved in testifying on legislation and was active in speaking from the floor. At the 77th General Convention he served as recorder and legislative liaison for the Rules of Order Committee and was active in supporting the Parliamentarian of the House of Deputies. Since the end of the convention, he has been involved in

providing feedback on amending the rules of order and establishing processes to make the work of the convention efficient and effective.

Within the parish John serves in a wide variety of leadership, service and liturgical ministries. He presently serves the community as the parish verger. He has been a member of the vestry, served several terms as Senior and Junior Wardens, chaired the Stewardship Committee for several years, chaired the Building and Grounds Committee, served on the Personnel Committee, Christian Formation Committee, Communications Committee, and Christian Formation. He has worked with parish outreach ministries including Sundries from the Avenue, Red Door Clothes, and St. James' Homeless Outreach. John is active in liturgical ministry, serving as a Eucharistic Minister, Lector, Minister of Hospitality, Acolyte, and is licensed as a Eucharistic Visitor.

Beyond the parish, John has served the diocese on the Standing Committee and the Commission on Ministry. He has served the diocesan convention as a member of the Resolutions Committee, the Convention Planning Committee, and has worked with the Committee on Constitution and Canons, the Committee on the Dispatch of Business, and the Committee on Credentials. John has also served as Parliamentarian for Diocesan Convention for several years.

A Communication Arts teacher at Hamilton High School in Sussex, John has also been an instructor at the technical college and university level. He teaches 9th through 12th grade students television and video production, oral communication, composition, and literature. As a coach he has worked with students on parliamentary procedure, drama, debate and forensics. John has held many state offices in coaching and professional organizations, directed the Middle Level Forensic Association State tournament for nine years, and has been inducted into the Wisconsin Forensic Coaches Association and Middle Level Forensic Association Hall of Fame. John has been married for 19 years to Mary and has one fourteen year-old daughter, Elizabeth.

STANDING COMMITTEE

ONE lay person to be elected to a four-year term

ONE priest to be elected to a four-year term

The Rev. Scott Leannah - St. Mary's, Dousman

Scott Leannah has been the priest at St. Mary's, Dousman, since December, 2003. During that time the parish has experienced significant growth, leading to the construction and dedication of a new church building in April, 2010. Scott has served as both Secretary and President of the Standing Committee, a member of Executive Council, and he was a Deputy to General Convention in 2009. Scott's passion in ministry is the full gambit of parish ministry and all that it entails.

Scott has been married to Gina Kuemmel for just over seven years. He considers himself blessed beyond words to share his life with such an amazing woman. Scott and Gina have a daughter Mia, who is starting second grade this fall. Scott is Step Dad to Gina's children Ben, Zach and Alyssa, now out of the house. Scott and Gina are new grandparents to Afton, a little girl born to Ben and his wife Katie.

The Rev. Mike Tess -Good Shepherd, Sun Prairie

The Rev. Mike Tess has been the Vicar at Good Shepherd in Sun Prairie for the last 6 years. Previous to his time at Good Shepherd, he was vicar at St. Aidan's in Hartford for 6.5 years. He has been a member of Diocesan Executive Committee, Art and Architecture Committee, and has been a member of the planning committee for Diocesan clergy days and a graduate of Church Development Institute. During his time at both locations, he has served on several Boards including Library, Food Pantry, and Community Engagement Task Force, in addition to starting many collaborations between the community and the parishes he has served, including Tot Soccer Kick Around, Park Crawl and Police Chaplaincy.

Fr. Mike has been married to his wife, Heidi, for 15 years and has 4 children: Isaac, age 13; Adam, age 12; Ann, age 11; and Emily, age 10.

Kathleen “Kada” Bush

Kada Bush is an active member of St. Bartholomew's. Kada is a life-long Episcopalian. She has served in many different ministries at St Bartholomew's, as well as other parishes in Wisconsin. At St. Bartholomew's she has served as a Sunday School teacher for High School-aged students, Sunday Hospitality Committee, Usher, Chalice Bearer, SOS Team and Altar Guild member. She served as Altar Guild Director from 2009-2011. Prior to attending St. Bartholomew's, Kada served in a variety of ways at St. Phillips, Waukesha. She was Middle School High School Youth Group leader and Sunday School teacher; member of the Altar Guild and served as a Lay Eucharistic Minister. At St Thomas, Menasha, Kada was a Sunday School teacher. At Christ Church, La Crosse, she was a member of the Altar Guild.

In 2012, Kada was a delegate to the Diocesan Convention in Madison. She graduated from the Education for Ministry program through the University of the South, Sewanee in 2012. In addition she participated and 2013 graduate from the Diocese's Congregational Development Institute. The project she and team members worked on is the development of an Outdoor Sanctuary and Nature Center. This project will be completed in September 2013 and will host a number of Ecumenical Services for the parish and community. Kada also participated and graduated from the Community of Hope program in 2012.

Kada has been married Ken Bush for 42 years; she is the mother of four adult children in addition to three active grandsons. Gayle, 38, is an attorney; Guy, 37, is a Physical Fitness Trainer; Erin, 33, is a pharmacist; and Kristin, 23, is a pharmaceutical research assistant. Kada retired in 2012 from Slinger High School where she was a Family and Consumer Education teacher. In addition to her teaching responsibilities, she also served as the School-to-Work Coordinator and Tech Prep Coordinator. She has a Bachelor's Degree from Texas Woman's University and a Master's degree in Continuing and Vocational Education from the University of Wisconsin- Madison (2005).

Carlynn Higbie - Trinity, Wauwatosa

Ms. Higbie has been a member of her current parish, for over 30 years. Her parish involvement includes, serving as Sr. and Jr. Warden, vestry member, Member of Daughters of the King, Stewardship Chair, Stewardship committee, Capitol campaign committee, Co-chair of million dollar building project, multiple children's ministries and youth leader roles, and a variety of lay ministries. Her particular areas of interest in her church life include liturgy & worship, congregational development, Christian leadership development, as well as stewardship.

Her diocesan involvement includes Camp Webb Board of Directors, Executive Director of Camp Webb, Racial Justice Task Force, Stewardship Committee, Commission on Mission and Development, Consecration Sunday Leader, Transition Committee Co-Chair on the Diocese of Milwaukee Bishop Search Committee, Diocesan Convention Deputy, and a member of the diocesan Misconduct Response Team. Ms. Higbie has also attended several National Church-sponsored conferences related to stewardship and evangelism. She was a member of Episcopal Camps and Conference Centers, Inc. Having served as co-chair of the Milwaukee Deputation to four General Conventions, she has served on the GC Stewardship Committee as well as Constitution and Canons.

In her professional life, Ms. Higbie is a pediatric occupational therapist, with expertise in school-based practice. She is the proud mother of two adult sons and the very proud grandmother of Ellie and Ian.

TRUSTEES OF FUNDS & ENDOWMENTS, INC.

TWO persons (lay or clergy) to be elected to three-year terms

Margaret Schumacher - St. Paul's, Milwaukee

Margaret Schumacher is a parishioner at St. Paul's, Milwaukee. She is retired from a career as a Financial Advisor, specializing in investments and retirement planning. She is currently on the Board of St. John's on the Lake as Treasurer and participates in various other volunteer activities.

In the past, Margaret has served as Treasurer for the diocese of Milwaukee and obtained her Certified Financial Planner designation. She is a graduate of Marquette University.

Margaret is married, has two grown children and lives in downtown Milwaukee.

The Rev. Michael Caldwell - Zion, Oconomowoc

Positions while serving as Curate at Trinity Episcopal Church - Fort Worth, Texas

Trainer, Safeguarding God's Children

Coordinator, Episcopal Campus Ministries on Texas Christian University campus

Deanery Representative to Executive Council

Trustee, University of the South

Positions while serving as Priest in Charge at Zion Episcopal Church - Oconomowoc

Financial Information Team (FIT)

Positions and Experiences outside the Episcopal Church

Owner: Caldwell Services – mediation firm in Austin, Texas, 1993-1997

Owner & President: Caldco, Inc. - a million-dollar family-owned firm in musical instrument repair and metal refinishing, 1977-2000

Family Information

Married to Dawn (11 years in September)

No children yet (currently pursuing the adoption option)

Two dogs (a German Shepherd and a Cairn Terrier)

Educational Information

B.S. Business Administration, Trinity University, San Antonio, Texas

M.B.A. International Business, Schiller International University, Heidelberg, Germany

EfM graduate

M.Div. School of Theology, Sewanee, Tennessee

Appendix II – Bishop Miller’s Pastoral Address

Convention Address 2013

“Set your troubled hearts at rest, and banish your fears. ...The world must be shown that I love the Father and do exactly as commands; so up, let us go forward”

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

It is my privilege and joy to address you for the eleventh time as your bishop. Yesterday was the tenth anniversary of my ordination and consecration as a bishop in the Church of God and Bishop Diocesan of Milwaukee, an event we will commemorate with a festal Eucharist and a garden party at the end of this day. Allow me as I begin this pastoral address to thank all those who have made this convention and celebration possible, The Rev. Dr. Steven Teague and the people of St. Paul’s Church who host us as part of their 175th anniversary as a parish, The Very Rev. Kevin Carroll and the people of All Saints Cathedral, where we will gather for Eucharist and Celebration, The Rev. Martha Berger and the members of the Transition Committee from 10 years ago who allowed themselves to be pressed back into service to plan today’s festivities and the many volunteers who make this convention possible, those who count ballots led by chief teller Lee Klugiweicz, those who stuff packets led by Deacon Marge Kiss, those congregations that hosted our pre convention meetings, and of course every one of you who give of your time and energy to serve your parish and this diocese by serving as deputies to this convention.

One of the joys of being your bishop is to work with a faithful and dedicated staff. It is a privilege to share ministry with David Pfaff, Canon to the Ordinary, Peggy Bean, Canon for Congregations, Carla McCook, Assistant for Christian Formation, Patty Jaffke, Office Manager, and Barb Klauber, without whose wisdom and experience (think corporate memory) we would be bereft. Diane Blank, Bishop’s assistant for Finance retired earlier this year but continues to help us as a consultant. This year we added Tyrone Diggs to our staff as bookkeeper taking over some of Diane’s duties and our first Diocesan intern as part of our Episcopal Service Corps program, Alexander Lempke.

I would also like to take this moment to thank The Rt. Rev. Dean Wolfe, Bishop of Kansas and Vice President of the House of Bishops and his wife Ellen for their presence among us and Dean’s agreeing to preach at the Eucharist today. Dean and Ellen have been good friends since Cindy and I began our time among you and we are delighted to have them here with us and look forward to hearing Dean’s sermon later today.

Finally, my thanks would be incomplete if I did not thank my family for their support and encouragement. My daughters Lauren and Haley, who are now students at Carthage College and Illinois Wesleyan University, respectively and last but certainly not least my wife Cindy who for the last almost 25 years has been a supporter, encourager and helper in ministry.

Today I begin my eleventh year as your bishop and it would be easy for me particularly as one whose undergraduate degree is in history to spend this address looking back at what we have accomplished together over the last ten years, but that would be both contrary to scripture and our purpose. We know what happened in the Bible to those who looked backed. Lot’s wife disobeying God’s command and looking back on Sodom and Gomorrah was turned to a pillar of salt. The people of Israel who looked back during their wandering in the wilderness long for the meat, melons, and garlic of Egypt succumbed to idolatry and were made to wander for forty years in the wilderness. Finally our Lord Jesus in one of my favorite passages in Luke’s Gospel speaks these words, “No one who puts their hand to the plow and looks back is fit for the kingdom of God.”

More importantly, the theme for this convention is **Moving Forward Together** inspired by the words from John's Gospel read at the beginning of this address. We are however, people of anamnesis those who gather to make both past and future present reality, so allow me as I begin this my eleventh address as your bishop to share with you some of the events of the past year which I believe will continue to have an impact on our common life as we move forward together.

After the shootings at the Sikh Temple in Oak Creek last year, I was moved to have a conversation with our Presiding Bishop on the question of Gun Violence. My thought was that the House of Bishops could be a leader in shaping a new conversation in our country about guns. The House of Bishops is made up of former members of law enforcement, avid sportsmen, as well as those who have worked to reduce the number of weapons on the streets. At the Presiding Bishop's suggestion I spoke with the Bishop of Newark, Mark Beckwith and with some other bishops we began our work. As we began our conversations, the shootings in Newtown, Connecticut occurred. Among the 27 school children murdered that day was Ben Wheeler of Trinity Episcopal Church in Newtown. This tragedy brought more bishops and energy to our work and from it has begun a new effort to establish sane reasonable gun laws in our nation one that respects the rights of all and increases the safety of all. Our witness led us to walk the Stations of the Cross in our nation's capital as a witness to law makers and the world of the need for reasonable gun laws among them universal background checks for gun ownership. Next year we are sponsoring a conference "Reclaiming the Gospel of Peace" to be held in Oklahoma City, the site of another horrific act of terror and murder at which both the Archbishop of Canterbury and the Presiding Bishop will be present.

I will continue to work on this issue as President of the Wisconsin Council of Churches and a member of the Interfaith Conference and ask your prayers and support.

In June, Camp Webb held its season of offering Outdoor based Christian Formation. You will remember that when I became your bishop the question for I kept being asked was, "What are we going to do about Camp Webb? After a lengthy and transparent process the decision was made to sell the Wautoma property and move Camp Webb to a new location. Before the sale of the property, we, the diocese, were subsidizing the Camp from Diocesan Assessment. Now the income from the invested proceeds of the sale provide for a full time staff person for Christian Formation. I am pleased to report that for the first time in my episcopate camp was fully subscribed and the receipts from camping ministry covered the cost of the program.

The other property success has been the development of the property at 1001 University Avenue. Thanks to the hard work of the St. Francis House Board and the Madison area of clergy we secured permission to build in partnership with LZ developers an 8 story apartment building for student housing. The building is completed and fully occupied, St. Francis House moved to its new location at 1011 University Avenue has been renovated and rededicated, and we are now receiving upwards of \$13,000 a month income to fund campus ministry. I look forward over the years to come to working with our University chaplain, the Rev. Jonathan Melton to strengthen and expand our ministry to college students at the University of Wisconsin and across the diocese.

One of the places it has been hard for us as not only as a diocese, but as The Episcopal Church, and a worldwide Communion to move forward together is in the issues related to the place of gay and lesbian persons in our Church. In my address to this Convention last year I outlined the context in which I found myself and the diocese and informed you that I was still discerning the best way forward in regards to the provisional blessing rite proposed in General Convention resolution A049. This past June I wrote you following a meeting of the clergy that, *"Much as I want in my heart to be in favor of this proposed step, I simply cannot come to a place where I can agree that A049 is a theologically sound development. And that I had "agreed to the formation of a task force within this diocese, comprised of people from across the spectrum on this issue, including openly gay and lesbian people living in monogamous relationships, to consider, and propose"* a generous pastoral response. I have given that task over to the Standing Committee to organize this work and you will hear Dean Carroll later in this Convention on this matter.

I grieve those who have left this diocese and the Episcopal Church both because they believed we had gone too far or not far enough. And there have been both. I miss them and we are all weaker for their absence. I lament that a substantial bequest had to be used to pay lawyer's fees rather than fund mission and ministry. In many ways our Church's life has mirrored that of our nation's government with both sides being unwilling to compromise. That being said I have committed myself to task of theological clarity and consistency regardless of gender and orientation. I believe that good theological work brings people together rather than further divides them, that it is expansive rather than creating sides, that it states new truth rather than accommodation and my hope is that we will be able to do just that which will allow us to do more than move forward—to move on.

A particular joy to me is our Companion Diocese relationship with the newest diocese in the Church in Tanzania, the Diocese of Newala led by the Rt. Rev. Oscar Steven Mnunga. Our companion relationship begun at our convention in 2010 is now three years old. This summer Oswald Bwechwa of St. Martin's, Brown Deer, Paula Harris of St. Luke's Madison, Miranda Hassett of St. Dunstan's, Madison, Canon David Pfaff, and I travelled to Tanzania to visit Bishop Oscar and the People of his diocese, to see the fruits of our early collaboration, and to discern next steps. I returned from that trip energized and renewed by the faith, hospitality, and ingenuity of the people of Newala and the wise leadership of Bishop Oscar as he leads this new community. Bishop Oscar's wisdom and gifts have been recognized by the wider Church. He was recently elected Dean of the Province of Tanzania and President of the Christian Council, the national ecumenical organization. I ask your daily prayers for him, his family, and his diocese. Because he speaks the truth in love to power, his life is often at risk. I look forward to bringing him to the Diocese of Milwaukee in the near future and introducing him to you. You will hear more about Newala later in this convention. My prayer is that our relationship with Newala will become another key part of our common mission, just as the Haiti Project has been for many years. To that end I have dedicated the offering at this Convention to our Companion relationship and I ask you to give generously. There is much we can do together for Christ.

The Strategic Planning Task force that I appointed in 2012 concluded their work this year and their report is in your packet. The Executive Council has been charged to work with me in implementing its recommendations and goals. I am pleased to report that some of the work of implementation has begun. In the report it is stated that as a Diocese we "*commit to collaboration and cooperation, to replicate and improve successful models for ministry throughout the Diocese.*" Earlier this year St. James Church West Bend adopted a new model for its ministry. St. James' like many congregations had been through a cycle of having a resident priest for a 3 to 5 years followed by an interim period in which it worked to raise funds to have a resident priest again and over and over. When I became your bishop I thought that if we could train lay leaders through CDI, find the right clergy leadership, and develop a true clergy lay teams, we could perhaps end this cycle. What I have learned these last ten years is while that will work for some congregations, that is not true for all. What St. James has chosen to do is to form a leadership team made up of two priests, a deacon, the wardens and vestry to oversee the life and work of the congregation. I expect that we will learn much from this new ministry model as we engage it, reflect on it, and reengage it.

The Church of St. John the Baptist, Portage has begun a new venture sharing clergy leadership with Bonnet Prairie Lutheran Church in the person of Pastor Joan Wittrock. This is the first time we have engaged our full communion relationship with the Evangelical Lutheran Church in America. Engaging ministry in this new way has also created a new ecumenical ministry to the homeless at St. John the Baptist called the Sunrise Center.

These are just two examples of the work of the Strategic Planning Task Force already being implemented in the diocese. Congregations in other parts of the diocese have already begun conversations of how they might more fully cooperate in ministry.

In addition, along with two other bishops I am gathering the bishops of similar sized dioceses at our next House of Bishops meeting to discuss who we might more fully support one another and learn from one another. This movement from competition to cooperation and partnership is imperative if we are to minister effectively in the years to come.

Early in the work of the strategic planning committee, I articulated some goals that I hope will be the focus of our work together as I enter the second decade of my ministry among you.

- 1. Increase knowledge and understanding of Holy Scripture and the faith of the Church for all members of the diocese.**
- 2. Increase membership and deepen discipleship especially among those under 30 years of age**
- 3. More effective diocesan communication with congregations and with clergy and lay leaders**
- 4. Continue to provide Episcopal Church presence in small communities**
- 5. Reduce parish assessments to 10% without reducing current programming and support.**

These goals inspired the core values core values of discipleship, relationship, stewardship and worship articulated in the plan. It begins with acknowledging and living the call of Jesus Christ in this age as members of the body of Christ, the Church, using every gift God has given us, proclaiming the Triune God as the source of our life and returning thanks for his blessings. These goals and much more are achievable if we work together, if we are willing to look forward rather than bemoan both real and imagined pasts, and are “willing to in a spirit of love and humility to forego all preferences” of our own. To do so means taking the risk to truly trust God and set our fear of the unknown aside.

It is in that light that we must hear again the words of Jesus with which I began this address. “Set your troubled hearts at rest, and banish your fears. ...The world must be shown that I love the Father and do exactly as commands; so up, let us go forward”

This is the mission to which we are called-- To show by our words and actions that Jesus Christ is the model for human living in all circumstances. That is what it means to follow Jesus as Lord.

May God grant us this grace as we move forward together as the Church in Southern Wisconsin.

Appendix III – Entity Reports

Diocesan Altar Guild

In 2013 the Diocesan Altar Guild continues to sponsor three ongoing projects.

1. The **Needleworkers' Group** is comprised of people with varying experience in making church linens, vestments, and embroidery. Meeting every other month in diocesan churches, participants learn new techniques and styles. Lunch follows needlework as conversation continues with great fellowship.
2. The **Recycle Closet** receives liturgical items no longer used and provides churches and individual clergy with needed liturgical items, mostly vestments.
3. The **Altar Guild Adventure** began its second decade of exploring churches in Wisconsin and Illinois by "Goin' Up North." A touring bus took Altar Guild members and their friends to the cathedral church of Fond du Lac, the small chapel at Elkhart Lake, Grace Church, Sheboygan, Book Worm Gardens, and St. Simon the Fisherman in Port Washington. The group also enjoyed a beautiful lunch put on by Grace Church members.

Anyone wanting information about any of these Diocesan Altar Guild Projects can contact Micki Hoffmann [252-673-2903 or mphoffmann70@gmail.com].

Christian Formation

Camp Webb

Camp Webb 2013 was our BEST camp year yet! Camp Webb was held at Lutherdale Bible Camp in Elkhorn again this year. We enjoyed all the fun things to do at camp, we made new friends with new staff members and our returning and new campers! Our camp numbers were full! Intermediate Camp is for rising 3rd - 7th grade students. Leadership Camp is for rising 8th - 11th grade students. New in 2014 will be Counselors in Training for rising 12th graders. Staff applications and Campers' registration opens December 15, 2013! 2014 Theme - "Feed My Sheep."

Camp Webb Open House 2014 will be Sunday, June 1, 10am-2pm at Lutherdale Bible Camp, Elkhorn. This is a perfect opportunity for new campers to see and experience the great fun camp offers.

Camp 2014 schedule: Staff Week - June 15 - 21 and Camp Week - June 22-27.

Christian Formation Visitations

Deacon REGS Scheeler and I continue to make our visitations to the parishes around the diocese. We've visited almost everywhere now. There are still a few places we haven't been yet. We are available to preside, preach and teach. We also meet with formation leaders for training, curriculum guidance and for any other need we may resource for you.

Deacons' Formation School (DFS)

Our DFS is now a two year program for postulants for the vocational diaconate and for continuing education for deacons and presbyters. The school meets one weekend a month September to June. For more information see our page on the diocesan website.

Misconduct Prevention: Safeguarding God's Children & Safeguarding God's People

Thank you to Rev. Deacon Terry Garner for his oversight of planning Safeguarding God's Children trainings. Our trainings are now being scheduled regionally, once in the fall and once in the spring. You can find all the training dates and sites, register to attend a class, register for online training and see the Master List (2003-Present) of who has taken trainings. All on the Safeguarding God's Church page of the diocesan website.

New to the Safeguarding online programs are A Day At Day Camp and VBS. Now your VBS staff can take an online course specific to their training needs. Also is the Keeping Camp Safe online training specific for Camp Webb staff. Registration is on the website.

Resource Center

Our Resource Center is growing and growing. We could use volunteer help at keeping the Center organized and for receiving and sending materials. Vacation Bible School curriculum and Children's Worship Center sets have been donated for other parishes to borrow. We have curricula, books, DVD's, videos, VBS Curricula, and much more. Visit the Resource Center Mondays, Tuesdays, Wednesdays and Thursdays (9-3) located at the diocesan office.

Christian Formation Staff

The Rev. Carla McCook is the Bishop's Assistant for Christian Formation. She works in conjunction with parishes and convocations to create, sustain and promote education and formation and offer resources for all ages in Christian Formation. She is also available to lead a teaching series or preach on request. She oversees diocesan Adult Formation, Spirituality of Aging, Christian Formation Commission, Diocesan Youth & Family Ministry, Safeguarding God's Church Programs & Training, Diocesan Mission Trips, Resource Center, Camp Webb and Parish Formation Visitations. She is looking forward to continuing her ministry among us.

The Rev. REGS Scheeler has been a deacon of this diocese for many years, serving us in many different ways. Throughout his time, his passion and focus on formation and education for youth and their leaders has not changed. REGS is a non-stipendiary staff person who is available to help congregations move through transition, assist them in discernment or challenge them as they move forward. He can make visits on Sundays and some weekdays. If you think a visit from him would be of use to you, don't hesitate to call and discover the ways in which he might help your parish. He is assisting with other formation events throughout the year. He has a gift and call for cooking ministry which he likes to incorporate into all he does.

Congregational Development

2013 was a busy year in the area of Congregational Development. Here are some of the highlights:

- Diocesan Church Development Institute (CDI) is in its eighth year. We have had 31 congregations send teams with over 150 graduates. Our focus has evolved from training people to be consultants to training parish teams to look at, understand and begin to change their parish culture in order to live out: How we as individual Christians impact our parish communities and how our Christian communities impact the wider world. This year we have begun a Saturday-Sunday format to allow more lay members opportunity. If you are interested and would like to join us for the 2014/15 Cycle which begins November 1st, 2014 please email bean@diomil.org
- Vestry Training Days were held in the fall and spring of 2013. The topics we covered were roles and responsibilities of the vestry, a sample vestry manual was given and discussed, best practices as well as how to lead a Mutual Ministry Review. The Commission on Mission and Development hosts these events yearly as a way to connect vestries, to have time to share in conversation and to learn together. In 2014 we will host one vestry Training Day on March 8th 2014 at Zion in Oconomowoc. Our emphasis will be on vision and mission along with other basic vestry responsibilities.
- Our Financial Information Team (FIT) has been gathering data and strategizing the best ways to offer conversation and training for Treasurers. A question we have heard over and over is how do we make the financial information easy to understand? Going back to the basics; financial understanding and planning is part of stewarding the community and a responsibility of the

vestry. For more information on roles and responsibility check out The Vestry Resource Guide from Episcopal Church Foundation www.EpiscopalFoundation.org We have given most congregations at least one copy of this guide and it has vital information in understanding the vestry's role.

- In September Mission and Development hosted a workshop on Debt retirement and capital campaigns. We had 7 churches attend to learn more and to share with others in similar situations.
- At the present time we are working on new models of ministry with church leaders. This is a new day and a new opportunity for congregations to assess how they have been living into their mission and ministry and how they are currently being called.
 - St. James in West Bend has moved to a team concept with the clergy role being divided into quarters and they have three clergy and the wardens each with key responsibilities.
 - St. Luke's Racine, St. John the Baptist in Portage, St. Paul's in Watertown and St. Luke's in Whitewater are strengthening their ministries and finding funding for these specific ministries. In this discovery phase and relationship building with other entities outside of the church they are developing a new community. They are looking at how these specific growing ministries are organically shaping the worship.
 - Clustering congregations together around mission and vision rather than simply location is beginning. St. Paul's Watertown, St. Luke's Whitewater and Church of the Resurrection are beginning to delve into how this may be lived out in their area.
 - The churches in the Lake Country have begun meeting to share and see where there is common ground and how to support and encourage one another. The Churches in the Racine area have been doing this for a little over a year, which helped facilitate an easier transition for the people of St. Nicholas when their congregation closed this year.
- Grants - Meachem and Challenge grants.
 - Meachem grants are to help congregations with seed money for new projects or to help with some specific project to further its mission. We had 14 congregations receive grants to help in areas such as starting new worship services; mission projects like Sunrise Center in Portage, Food Pack needs for Hartford, Mental Health Center in Watertown; Education in sustainability; Programs for children and families; and Music Enhancement. To see more please check out our website www.diomil.org under congregations and hopefully as you read and hear more you will be energized to apply in 2014. Applications will be out at the end of the year. Always check out our website for details or email me at bean@diomil.org
 - The Challenge grant this year gave congregations a choice in doing something, reviewing it and making adjustments as needed and then doing it again. In sharing with us what you learned the congregation received \$1000. We had 18 congregations receive \$1000 for sharing. These, too, are listed on the website and we will be highlighting either a project from the Meachem grants or one of these each month in the E news. We hope to also include a rotation of projects on the website with more detailed information.
- Aided Congregations: These congregations are attending Diocesan CDI; vestry days; participating in conversations regarding new models of ministries or investigating how to strengthen their ministry in new ways. If you have questions about mission, vision or trying something new, start with a conversation with one of our aided parishes or with the Commission on Mission and Development. Together we can do so much more! We continue to compile resources to share. You are a resource to share and we need to hear from everyone, whether that is by sending a CDI team, attending vestry days or inviting us in for conversation.

We are here to help resource and connect. Our model of healthy ministry is to Do→ Reflect (refine, remove, redo) → Do again. Remember we live out our ministry and develop our communities as we act and reflect together.

- St. Mary's in Dousman received \$15,000 in 2013
 - St. John the Divine in Burlington received \$5,000 in 2013
 - Good Shepherd in Sun Prairie received \$25,000 in 2013
 - St. Luke's in Whitewater received \$20,000 in 2013
 - St. Andrew's in Monroe received \$10,000 in 2013
 - St. Bartholomew's in Pewaukee received \$30,000 in 2013
 - St. Aidan's in Hartford received \$25,000 in 2013
 - Church of the Resurrection received \$20,000 in 2013
 - St. Paul's in Watertown received \$15,000 in 2013
 - St. James in Milwaukee received \$10,000 in 2013
 - St. John in the Wilderness in Elkhorn received \$10,000 in 2013
- Thank you to members of the Commission on Mission and Development: the Rev. Bob Lambert, the Rev. David Huxley, Ms. Barb Lentz, the Rev. Anna Doherty, Mr. Henry Peters, the Rev. Miranda Hassett, and Mr. Ed Elder. If you have questions or want more information please contact Peggy Bean, Bishop's Assistant for Congregational Development and Transition Ministry bean@diomil.org or 414-272-3028.

Episcopal Church Women

The Episcopal Church Women Board continues to focus mostly on communication with the women of the Diocese of Milwaukee (and also a bit of communication with women outside the Diocese). Our major tool is the Mary and Martha e-newsletter which goes out to over 200 women at the beginning of each month. We have had good response to the e-newsletter, which has been demonstrated both directly and indirectly.

The other two activities are the Women's Roundtable Library and the annual Pre-Advent Retreat. The Library continues to share books with women's reading groups across the Diocese with multiple copies. It also provides books for loan without records being kept or time limits being set. The collection is large and diverse. The Pre-Advent Retreat will be held on Saturday, Nov. 9th at St. Dunstan's Madison. The topic is Mary, the Woman, the Mother of God, the Myth. The presenter is the Rev. Anna Doherty from St. Aidan's, Hartford. Registration material should be on your parish bulletin board, but if not - check the diocesan e-news.

Though the number of "organized" Episcopal Church Women groups in the diocese is small, we have found that many, if not most, parishes have gatherings of women for a variety of activities from crafting to Bible Study, from book discussions to just simply "gathering", from one-time events to the annual Miniweek for Women in August. Women's work is alive and well in the Diocese of Milwaukee and it gives support and strength to all of our parishes as they pursue their mission.

Commission on Global Reconciliation

In 2000, 189 heads of state, including the U.S., agreed to the Millennium Development Goals that addressed the needs of the poorest people on earth. In 2003 at the General Convention in Minneapolis, the Episcopal Church passed a resolution that endorsed the MDGs and challenged all dioceses and congregations to embrace 0.7% giving in support of those goals. In 2005, the Diocese of Milwaukee passed a resolution to commit our diocese to the achievement of these goals by designating 0.7% of the diocesan budget be given to projects in support of the goals.

Millennium Development Goals

- Eradicate Extreme Poverty and Hunger
- Achieve Universal Primary Education
- Promote Gender Equality and Empower Women
- Reduce Child Mortality
- Improve Maternal Health
- Combat HIV/AIDs, Malariae and other Diseases
- Ensure Environmental Sustainability
- Develop a Global Partnership for Development

The CGR is charged with: making recommendations to the Bishop and Commission on Finance about the dispersement of the 0.7% funds and providing opportunities about and engagement with works of global reconciliation. Every year, through letters to parishes and articles in the Diocesan E-news, we solicit recommendations for the allocation of these funds. These letters and the guidelines established for recommendations can be found on the CGR page at the Diocesan website.

This year, after the \$5000 stipend for the Director of the Haiti Project, \$6,123 remained to be allocated. We received 3 requests. We were able to fund 2 of them completely and make a contribution to the third. The 2013 projects are:

The Diocesan Haiti Project: \$3000 completely funded. Providing a safe and sustainable water source to Jeanette. (1) Either repair or replace current cisterns. (2) Build a small water building to secure equipment. (3) Run water lines from cisterns to the raw water tank. Providing \$3000 to do this work would enable the Haiti Project to partner with Living Waters for the World, which would provide a solar powered purification system and training in health and hygiene.

The Diocesan Haiti Project: \$1000 partially funded. Continuing and improving the lunch program at the school in Jeanette: The current lunch program provides beans and rice. Additional funds would enable the purchase of locally grown, fresh fruits and vegetables, thus nurturing the students and supporting the local economy.

Companion Diocese of Tanzania: \$2123 completely funded. Upendo Sewing project at the Lulundi Health Center: To purchase 15 sewing machines and items of clothing (to use as models). Women of the Lulundi Church will make and sell clothing using the money earned to help the orphans within Lulundi and other parish projects

The Commission on Global Reconciliation is chaired by Deacon Carol Smith, who may be contacted at: csmith@carthage.edu or 608-230-6888.

The Hospitality Center – Episcopal Diocese of Milwaukee

The Hospitality Center is volunteer driven and was born in response to a community need in Racine, WI; providing a safe place for our sisters and brothers who are alone, lonely, homeless, near homeless or mentally ill to “drop-in” for rest, food and friendship.

The hungry are fed, friendships are formed, respite is received, smiles are seen, laughter is heard, tears are shed, hands are held and prayers are prayed at the Hospitality Center. Transportation, clothing, computers, case management, emergency shelter during the winter months, and access to primary medical care (through partnership with Wheaton Franciscan Healthcare All Saints) are also made available to participants.

Since its inception in May of 2011, the need for The Hospitality Center has been made evident with particular attention to participation. An average of seventeen (17) persons were served per day during week one. Currently, the Hospitality Center serves an average of over one hundred and sixty (160) persons in need per day.

The Hospitality Center is transformative. A participant stated, the Hospitality Center “helped restore my dignity and has given me a renewed sense of hope.” A community member commented, “The Hospitality Center is open to all people without regard to social status, religious, or financial standing. It is truly a place to come and enjoy hospitality without agenda or ulterior motives. No matter what your reason for stopping in, one thing I can guarantee is this: you won’t leave the same as when you entered.”

The Hospitality Center is open at St. Luke’s Episcopal Church in downtown Racine every Tuesday, Thursday and Friday from 8:00 a.m. until 2:00 p.m.; the first Saturday of each month from 8:00 a.m. until noon; and emergency overnight shelter during the winter months. Additionally, the Hospitality Center hosts a community meal program in collaboration with Holy Communion Lutheran Church on the fourth Thursday of each month that starts at 5:00 p.m.

We are excited about present opportunities and future possibilities. We cordially invite you to be part of our present and our future. Please contact The Reverend Kevin Stewart at (414) 405-5619 or at clerickevin@me.com to learn more about participation opportunities and partnership possibilities.

Commission on Ministry

Since last year’s convention, the Commission on Ministry interviewed and recommended to the Bishop three people for ordination - all of whom have since been ordained. We met with five people at the Ministry Discernment Weekend, four of whom became postulants. In the spring we interviewed and recommended three people for candidacy to Holy Orders, one of whom has since been received as a priest into our fellowship from the Catholic Church. We also welcomed back into discernment and recommended one person for candidacy who began his process some years earlier. We had three people attend the ministry discernment informational meeting in September, one of whom is beginning parish discernment in the spring. Next month, the COM will be gathering at the Bishop O’Connor Center in Madison for our next Ministry Discernment Weekend and postulancy interviews. We have seven current aspirants.

The COM also spent time this past year attending to administrative issues. We have invested more energy into the liaison relationships between individual COM members and postulants, increasing communication and pastoral support of those in process. The Rev. Marge Kiss is especially to be praised for the time she spent on organizing the COM files at Nicholson House.

Current COM membership includes Mr. John Washbush, Ms. Mary Ann Cook, and the reverends Bob Bagley, Martha Berger, Don Fleischmann, Nancy Hodge, Marge Kiss, and Scott Seefeldt. We have room for a few more people on the Commission, and lay people in particular. If you have interest, or know somebody who might like to serve in this way, please be in touch so that your/their names may be forwarded to the Bishop for consideration. Thank you!

(Submitted by The Rev. Scott Seefeldt, COM Chair)

Report of the Strategic Planning Task Force - May 4, 2013

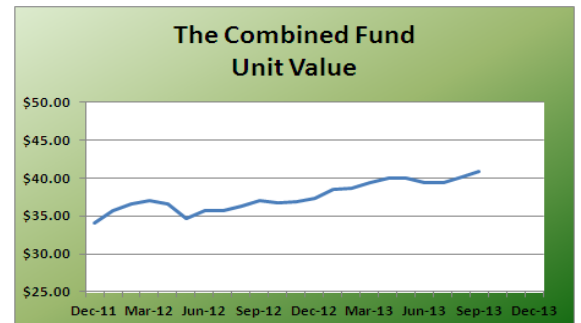
In his pastoral address to the Diocesan Convention in October, 2011, Bishop Miller called for “a new season of strategic planning” to guide the diocese and the Bishop in the coming years. A strategic planning task force was called together in the spring of 2012 and has met over the last year to discuss the current state of the diocese, the geographical context in which we live, and the larger cultural context that is shaping the future of Christianity in the United States.

As we worked together, we began to ask some hard questions of ourselves, of each other, and of Bishop Miller and diocesan staff. These conversations helped to deepen our understanding of our particular religious and cultural context. We began to delineate a series of values that characterized our shared commitments as the Body of Christ in Southern Wisconsin and honored our Anglican and Episcopal roots. These conversations culminated in a values document.

There are significant challenges facing Christianity in twenty-first century America. The Episcopal Church, like other denominations, has seen significant decline in all numerical benchmarks, from membership and average Sunday attendance to financial support. In the wider context, survey after survey shows that increasing numbers of Americans no longer claim any religious affiliation (the so-called “nones”), with that percentage of the population rising to 20% in some recent polling. The number of young people without any religious affiliation is much higher, nearing 40% in a recent survey. Equally dramatic, the number of Americans claiming to be Protestant has fallen below 50% for the first time in the history of the US.

The trends in the Episcopal Diocese of Milwaukee reflect these larger national developments. Since 2001, total membership has declined from nearly 14000 to around 10,000; average Sunday attendance from nearly 6000 to 4000. A number of our parishes are struggling financially. As population continues to shift within our region, churches that were built in 19th or 20th century population centers may not be well-positioned to connect with current areas of population growth that reflect contemporary lifestyle patterns.

Our tendency is to interpret these trends as a narrative of decline from a glorious past. But the history of our diocese teaches a different lesson. The Episcopal Church in Wisconsin began with the heroic efforts of Bishop Kemper to plant churches on the frontier. Lay people shared his vision and sacrificed time, energy, and financial resources that built many of the churches and institutions that now make up the Diocese of Milwaukee. Along the way, many other churches and institutions (schools, mission efforts, and the like) were founded. Some thrived for a time and died; others were transformed to meet the needs of new situations and communities. Our history is a story of innovation, creativity, and mission. It is a story of success and failure.



To read the entire document, please type the address below into the URL address bar at the top of your browser page. It will take you directly to the document, which is housed on the diocesan website.

<http://goo.gl/rr78E1>

Trustees of Funds and Endowments – Episcopal Diocese of Milwaukee

This annual report is a summary of the status of the funds entrusted to Trustees of Funds and Endowments and of Trustees’ activities in the past year. Relevant information is available online at our website: www.milepiscopalfeats.org. The site includes our mission statement, policies, frequently asked questions, audited financial statements and forms to set up an account or create an endowment fund. The site is continuously updated as changes occur.

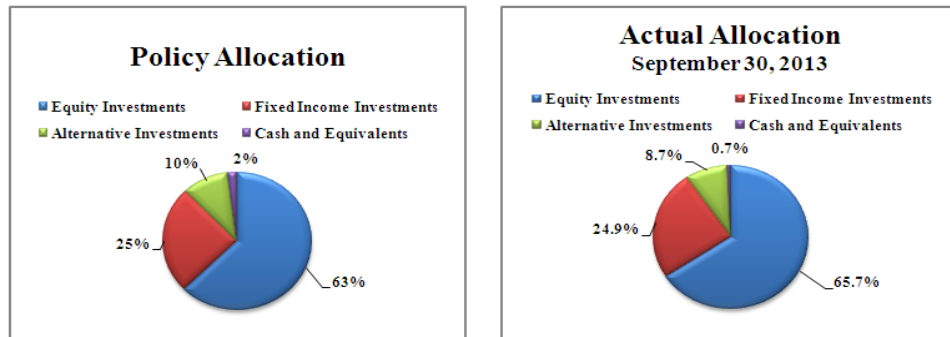
The Combined Fund

TFE is actively engaged in building the long-term viability of the Episcopal Church in the Diocese of Milwaukee by building the endowments of all Episcopal Entities and individuals. The Combined Fund is a common investment fund administered by Trustees whose goal is to partner with all Episcopal entities in the Diocese to create a firm financial footing for their mission and ministry. As efficient and effective stewards of the funds entrusted to its care, TFE manages the Combined Fund to provide security, long-term growth, inflation protection and a reliable stream of annual distributions to its unit holders.

As of September 30, 2013 The Combined Fund had a total value of \$14.9 million compared to a value of \$13.2 million at September 30, 2012. This increase is a function of both the fluctuation in the investment markets and of net contributions to the Fund.

During 2013 the Trustees engaged a new custodian for The Combined Fund, Associated Bank. As part of that transition the Fund is no longer maintained as a “mutual fund” but instead as an investment pool. Investors no longer own “units” of the Fund but maintain a total dollar investment in the Fund. The Combined Fund experienced a total return of 12.54% over the past 12 months as compared to 11.75% in the previous year. For presentation purposes, we have included the chart at the right that represents a history of The Combined Fund unit values as they would have been under the prior custodial arrangement.

Our current policy is to allocate our investments at 63% in equities, 25% in fixed income, 10% in alternative investments and 2% in cash. At each of the Trustees’ quarterly meetings the board reviews the current asset allocation and determines what rebalancing of the portfolio might be appropriate. The charts below show the asset allocation as of September 30, 2013 compared to our policy.



Special Brokerage and Money Market Accounts

TFE continues to maintain a “Special Brokerage Account” for the benefit of all the parishes in the Diocese and offers an institutional money-market account for all Combined Fund unit holders. We believe both to be important financial tools. Go to our website and click on the appropriate button for more information.

The Special Brokerage Account is a low commission account into which individuals are able to donate appreciated securities, which are then sold and the proceeds transmitted to the designated parish. This saves the parish the time, trouble and money of forming its own brokerage relationship for an occasional gift. Donors can access the account through the website or may contact Mike Hagon, our Executive Director. Commissions on most sales will be less than \$9.00 per transaction.

TFE also continues to maintain an institutional money market account through Associated Bank for the benefit of parishes. Should your church or special Episcopal entity have surplus cash on hand and be looking for a safe and liquid account into which to invest those funds temporarily, we can put that money into the fund at Associated Bank, and probably obtain a return anywhere between 25 and 50 basis points per year more than you would be able to obtain locally on your own. This is another way in which the existence of The Combined Fund can benefit smaller entities in the Diocese.

Endowment Building

TFE is a resource for innovative endowment building options, donor advised funds, and diocesan endowment funds. We are working to develop and recommend investment alternatives which include the ability to specify investments from a portfolio of options. We exist to promote the creation of endowments and the growth of existing endowments. If your passion is inner city ministry, there are at least two endowment funds to which donations may be made. If your concern is care for the mentally challenged, there is an endowment into which donations can be made. If your concern is reducing

parish assessments, we have a fund for that too. There are endowments for many purposes to which individuals or entities may contribute. Descriptions of these funds are on our website.

During the past twelve months several parishes have established new endowment funds or significantly increased their existing endowments with The Combined Fund. These activities have helped these parishes to improve their financial stability for the future. We always stand ready to assist any parish, organization or individual in the creation of endowments. We are especially interested in carrying on conversations with small parishes about creating savings that would lead to an endowment.

We are continuing our efforts to promote planned giving within the diocese by developing a presentation on the subject which will be made available to parishes in the diocese. Members of the TFE board are being trained with the tools and processes to enable parishes to begin to think about creating a planned giving program in their parish.

If anyone has questions about beginning or increasing endowments, by all means contact Mike Hagon at the addresses or phone number below. Additionally, we are happy to answer questions about Trustees.

Conclusion

We move forward in times that are both unsettling and exciting. We will continue in our mission to encourage thoughtful giving to further the good work of the Christian mission and, as Trustees, to manage the resources placed with us to further the work of our donors.

Patrick Johnson, President
pmjslj@milwpc.com

Michael Hagon, Executive Director
MhagonTFE@wi.rr.com

United Thank Offering

The granting for 2013 was done by the UTO national board in May. 48 grants were given for a total of over 1.5 million dollars. We again received a grant for our companion diocese of Newala. We received a grant of \$7965 for construction of an underground water tank. This will enable the community to catch rain water during the rainy season for use during the dry season. This will enable the community to have safe drinking water, improving the health of the community. Thanks to Neil Radtke and Barb Klauber for shepherding this grant request through the process.

12 parishes participated in ingatherings across the diocese. Since the last diocesan convention \$4,544.32 has been received for UTO granting at the national level. These ingatherings are from the small blue boxes on kitchen counters, work desks, car glove compartments, where women across the diocese put coins when giving thanks - for the little things of life, a beautiful sunset, beautiful music on the car radio or the scale that shows another pound off :) - and for the big things in life, a new grandchild, a new job, a good lab result. Thanks for the thanks! *(Connie Ott, Diocesan United Thank Offering Coordinator)*

Appendix IV – Letter of Proclamation for Community of St. Mary, Western Province

If Christian theology teaches us anything, it is that God is relationship, revealed in the community of the Trinity, Father, Son, and Holy Spirit. From earliest days, life in community has been a particular mark of Christian men and women. The Acts of the Apostles describes one of the earliest Christian communities in Jerusalem thus, ‘All who believed were together in one place and had all things in common.’ (*Acts 2:44*)

The word ‘common’ can be used to describe something which does not stand out in any particular way. But there is another, much more positive meaning of ‘common’, which speaks of drawing people together around something that is shared--a common interest, a common meal, a common faith. Far from being unremarkable, things which draw us together in community are quite remarkable, and often very out of the ordinary.

Living a life centered on common prayer and service to the world is the classic monastic model of Christian community, a model that has been integral to the Church since the days of the desert mothers and fathers. While such a life may seem arcane in our fast-paced and internet-connected world, the witness of those who live a common life is an imminent reminder of our call to meet and serve Christ in each other, not through a blinking screen or a hand-held device. To live in such a way is out of the ordinary in our own day.

The women of the Western Province of the Community of St. Mary are anything but ordinary. Since their arrival in Wisconsin in the nineteenth century, this community of uncommon women has lived, worked, prayed, and even danced with such faithfulness that have made it impossible not to experience Christ in their midst.

From their work at Kemper Hall in Kenosha, and the DeKoven Center in Racine, to their ministries of teaching and liturgical service in many parishes within our diocese, this remarkable group of women has borne witness to the basic Christian belief that together we can do far more than we can ever do alone. Their presence in our congregations, and their hospitality at the Mary’s Margin retreat house in Mukwonago, have demonstrated the essential importance of both the active life and the contemplative life to the fullest expression of the Christian witness.

Although slowed now by advancing age, and diminished in numbers by sister death, the members of the Community of St. Mary continue their ministry of advocacy and prayer for social justice, the health of the environment, peace in the world, and the building up of the Church. They continue to be a powerful presence within this diocese, modeling faithfulness for all, regardless of our state or station. Stories of their ministries here, and in Chicago, Colorado and many other parts of the country, serve as a suitable sequel to the apostolic witness through the ages.

For their presence among us, for their lives of prayer and service, and for their commitment to life in community, both in good times and in times of stress and strain, I am humbled and pleased to present the 2013 Bishop’s Shield Award to the Community of St. Mary, Western Province, as a small token of our gratitude for their work, and an insufficient expression of our affection. Given under my hand and seal in the Cathedral Church of All Saints’, in the City of Milwaukee, on the 19th day of October, in the year of Our Lord 2013, and in the eleventh year of my consecration.

The Right Reverend Steven Andrew Miller
XI Bishop of Milwaukee

Appendix V -- Necrology for the 166th Annual Convention of the Episcopal Diocese of Milwaukee

TRINITY BARABOO

Betty Smith
Judith Heiden, Ph.D
Josephine Manix
Eugene McGonigle
"Micky" McGonigle
Monte Noel

ST. PAUL'S, BELOIT

Esther Carlson

ST. JOHN THE DIVINE, BURLINGTON

Harold S. Armstrong
Ronald E. Larson
Joseph Albert Lawrence, Jr.
Norbert Nitka
Joseph Peters

CHRIST CHURCH, DELAVAN

Daniel B. Pelnar
Robert D. Read
Robert J. Britt
Joseph J. Walters
Jerry B. Gifford
Patricia A. Hammett

ST. MARY'S, DOUSMAN

Leona Christopherson
Ada Reikert
Peter Riekert

ST. AIDAN'S, HARTFORD

Shirley Ann Shortt
John Thomas Kraker

TRINITY, JANESVILLE

Louise Reavis
Douglas Cashion
Richard Hadden
Juanita Hunt
Sarabel Schlintz
Virginia Roberts
Rachel Birt
Nancy Holcomb

GRACE CHURCH, MADISON

Jim Bartelt
Betty Rodman
Stephen W. Smith
Sue Weston
Al Kelm
Jean Ambrosavage
Manami Terrien

SAINT ANDREW'S MADISON

Helen Schanbacher
Fred Reames
Jules Greenberg
Sally Porter
Marion Hopper
Robin Coyne
Rosemary (PeeWee) Hogan
Eric Luther
Elsa Johnson
Evelyn Weible
Berts Taylor

ST. DUNSTAN'S, MADISON

Elizabeth Ferguson

ST LUKE'S MADISON

Dr. John Schroeder
Patrick M. Kelly
Robert G. Dent

ST. FRANCIS, MENOMONEE FALLS:

José Vita Montenegro III
Shirley Marion Waters Kapus
Margaret Ruth Podolske
Alice Madeline Snuggs

ALL SAINTS' CATHEDRAL, MILWAUKEE

Stephen M. Teicher
Margaret "Peg" Winslow

ST. JAMES, MILWAUKEE

Katie Machi
Roger Deely
Dean Pateman
Gladys Sanfillipo
Dale Miller
Gerald Forbes
Mary Stark
Tracy Hawkins
Timothy Leurquin
Michael Hall
David May, Jr.
Nancy Wagner

ST. LUKE'S, MILWAUKEE

Marilyn Lanza
Dallas Goeb
Ruth Resler
Roy Resler

ST. BARTHOLOMEW'S, PEWAUKEE

Amber (Brill) Close

ST. SIMON THE FISHERMAN PORT WASHINGTON

Joan Kelleher
Harold Reynolds
Robert "Wil" Williams

ST BARNABAS, RICHLAND CENTER

Agnes Shepard

ST. CHRISTOPHER'S, RIVER HILLS

Dorothy G. Phinney
David Wells
Virginia Shackleton
Patricia Wilmeth
Shirley Jean Barfield
Mary Lee Jacobs
Bettye Smith
Ettore Barbatelli

TRINITY CHURCH IN WAUWATOSA

Steve Taylor
David Lawrence Albrecht
Richard Witte
Katie Denney

CHRIST CHURCH, WHITEFISH BAY

Paul John Kunkel
Charles (Chuck) Manger
Thomas Birch
Mary Barrows
John Wright