

DRAFT

168th Annual Convention Minutes

of the Episcopal Diocese of Milwaukee

October 17, 2015

St. John's Northwestern Military Academy, Delafield, WI

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The Proposed 2016 Budget with supporting documents, the Entity Reports, and the List of Convention delegates will be reported separately on the Diocesan Website.

168th Annual Convention Minutes
of the Episcopal Diocese of Milwaukee
October 17, 2015
St. John's Northwestern Military Academy,
Delafield, Wisconsin

Saturday, October 17th

The theme of the 168th Annual Convention was “*A Eucharistic People, A Community of Thanksgiving.*”

8:00 Deputy check-in/on-site registration

9:00 Opening Eucharist

At 9:00 a.m., the convention Eucharist – Rite II was held in the Noble Victory Chapel of St. John's Northwestern Military Academy, Delafield, Wisconsin. The Rev'd Dorota Pruski, Diocesan Liturgical Coordinator, Dr. Jennifer Henery, Director of Spiritual Life and Character Development at SJNMA, many volunteers, and the diocesan staff prepared and hosted the service. The thurifer, crucifer, torchbearers, and ushers were from SJNMA. The choir was from St. Peter's, Fort Atkinson. The Right Reverend Steven A. Miller's sermon, a reflection on the theme of the 168th Annual Convention, *A Eucharistic People, A Community of Thanksgiving*, was also his Pastoral Address to the convention and appears in total in the Appendix to these minutes as Appendix I.

During the announcements, Bishop Miller presented The Bishop's Shield Award to Mr. Mike Hagon (Trinity, Wauwatosa). Along with the shield, the recipient received a proclamation letter. This letter appears in the minutes as Appendix II.

An offering was taken with the plate going to support our companion dioceses Newala and Haiti. The total collection was \$2,254.59. Bishop Miller added \$750.00 from The Bishop's Purse. The total \$3,000.00 will be divided equally: \$1,500.00 to Newala and \$1,500.00 to Haiti.

The Necrology appeared in the Eucharist service bulletin, and was remembered in the Prayers of the People. It appears in the minutes as Appendix III.

10:00 Breakfast and Late check-in/registration

11:00 Session I – Special Presentations

Bishop Miller welcomed and thanked the deputies of the convention for their presence at and service to this important diocesan event. He also expressed appreciation to the leadership and staff of St. John's Northwestern Military Academy, not only for the use of the facility, but also for their attentive service to the convention.

Bishop Miller then introduced the morning presentation:

As I travel around the diocese, I hear uplifting stories of parishes and institutions reaching out and connecting with their communities... bringing the church into the neighborhood and the community. Today we will hear two such stories:

From Ms. Alice Mirk, who will share the experience of St. Paul's, Watertown with us.

From Dr. Jennifer Henery, Religious Studies Instructor here at St. John's Northwestern Military Academy who, along with some of the cadets, will tell us about their outreach work in the wider community surrounding the academy.

I also thank Canon Peggy Bean for her help in arranging today's session.

I believe these two presentations will illustrate that, whether our parish or institution is large or small, it can have a major impact in the community.

Presentation 1 – Dr. Jennifer Henery

Dr. Jennifer Henery spoke of the history of St. John's Northwestern Military Academy and its current thrust—modeling core virtues and revitalizing its role in the community. She noted the engagement of the various religious cultures of the academy – Roman Catholic, Protestant and Jewish. She highlighted the 6,000 hours of cadet service in the community, at the Rescue Mission, Hebron House, and Habitat for Humanity, presenting a video made by the cadets based on their living out of Matthew 25, “Well done, good and faithful servant!”

Two of the cadets reflected on their personal experiences of, “putting others first” and “letting the light shine in the darkness.”

Dr. Henery noted that the next step for SJNMA was a global service project – a trip to Haiti.

She concluded that she has 260 young hearts and minds and souls that want to serve, and encouraged the deputies to consider opportunities to link their parishes with the cadets at SJNMA.

Presentation 2 – Ms. Alice Mirk

Ms. Alice Mirk reflected on the social justice ministry that was created in the community of Watertown, by 10 (ten) churches, including St. Paul's, acting as 1 (one). She explained how it was developed and how it exists today as the Shared Ministry Group.

Ms. Mirk noted that the turning point for St. Paul's was CDI (Church Development Institute) – team building, getting people to do things in common. She said that the process started around food and the question, what can we do if we join the churches together? Some of the results were: sandwiches in the park; school pantries; annual school supply event, and PEP (personal essential pantry) which operates next to the food pantry.

She concluded that it has brought awareness and opportunity to the community, as it links the churches with each other. She asked the convention to, together, *Breathe in thanksgiving. Breathe out hope.*

Bishop Miller thanked the speakers and introduced the following guests to the convention:

--the Rev'd Kyle Oliver, who serves outside the diocese, in the Center for the Ministry of Teaching, at Virginia Theological Seminary

--Ms. Heidi Ropa, who is the new coordinator of the Haiti Project

--The Rev'd Canon E. Mark Stevenson, of The Domestic and Foreign Missionary Society (EC)

Bishop Miller asked Dr. Jennifer Henery to explain the process for lunch in the Welles Dining Hall, and then he led grace, reminding the deputies that we are servants, “bread for the world.”

1:30 **Session II -- Business Meeting**

The Rt. Rev'd Steven A. Miller, President of the Convention and Presiding Officer, convened the 168th annual convention of the Episcopal Diocese of Milwaukee at 1:30 p.m. on Saturday, October 17, 2015, in Farrand Hall Gymnasium of St. John's Northwestern Military Academy, Delafield, Wisconsin.

Bishop Miller opened the session with the Collect for a Church Convention.

Roll Call & Determination of a Quorum

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

Bishop Miller explained that "under our Constitution and Rules of Order, the Bishop is named President of the Convention. The Constitution and the Rules of Order also provide for the appointment of a President Pro-Tempore with approval of the Convention." It is customary to appoint the President of the Standing Committee. However, because the President of the Standing Committee was not available, Bishop Miller therefore appointed The Rev'd Gary Manning, Trinity, Wauwatosa and Vice President of the Executive Council, as President Pro Tempore. The appointment, requiring approval from the Convention, was approved by unanimous voice vote.

Bishop Miller declared the Convention organized for business.

Introductory Business and Appointments

Bishop Miller introduced those on the dais:

Ms. Elizabeth Orelup, Esq. – Chancellor; Dr. Jennifer Henery – Dispatch of Business; Mr. John Washbush – Parliamentarian; The Rev'd Margaret "Marge" Kiss – Executive Secretary; The Rev'd Gary Manning – President Pro Tempore; Mr. Steve Martinie – Diocesan Treasurer

Bishop's Appointments

The Bishop made the following appointments requiring Convention approval:

Chancellor

Reappointment

Mr. Stuart Parsons, Esq.

Historiographer

Reappointment

The Rev'd Evelyn Payson, Historian

Parliamentarian*Reappointment*

Mr. John Washbush

Commission on MinistryThe Rev'd Martha Berger—*President*
(reappointment)

Mr. Bob Heindl (reappointment)

The Rev'd Marge Kiss (reappointment)

The Rev'd Bob Bagley (reappointment)

Mr. John Washbush (reappointment)

The Rev'd Nancy Hodge (reappointment)

Ms. Jeri Lambert (reappointment)

Ms. Valerie McAuliffe (reappointment)

The Rev'd Jana Troutman-Miller (reappointment)

Ms. Celia Fine (new appointment)

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

Approval of Minutes from the 167th Diocesan Convention

Bishop Miller asked if there was any objection to waiving the reading of the minutes. Hearing none, he asked if there were any corrections or additions to the minutes of the 167th Convention of the Episcopal Diocese of Milwaukee. Bishop Miller noted that there were two minor misspellings that were previously received and made – The Rev'd Cathleen Milliken, not The Rev'd Catherine Milliken and Ms. Jeri Lambert, not The Rev'd Jeri Lambert. Hearing nothing further, Bishop Miller announced that the minutes were approved, as corrected.

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

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

Dr. Jennifer Henery reviewed the contents of the deputy folders for the following materials: Schedule, Rules of Order, Voting Cards, Ballots, and the Reports to the Convention. She noted that lists of the nominations, the resolutions and the budget were posted on the diocesan website and sent to the individual deputies and all parishes for review, and were to be brought to today's meeting.

Report of the Nominations Committee

Bishop Miller recognized Mr. John Washbush, Parliamentarian, to explain the nominations procedure, while The Rev'd Matthew Buterbaugh (St. Matthew's, Kenosha), 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 Matthew Buterbaugh, Chair of the Committee on Nominations, announced the following positions and nominees:

Diocesan Treasurer

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

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

Title IV Disciplinary Board

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

The Rev'd Dorota Pruski (St. Andrew's, Madison) and The Rev'd Debra Trakel (St. Christopher's, River Hills) were nominated for the clergy order. 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 Dorota Pruski and The Rev'd Debra Trakel were elected by Unanimous Consent.

One lay person to be elected to a three-year term

Ms. Jan Leisner (St. Francis, Menomonee Falls) was nominated to the lay order. 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. Jan Leisner was 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

Mr. Jerome "Jerry" Laurent (St. Luke's, Whitewater) was 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 Mr. Jerome "Jerry" Laurent was elected by Unanimous Consent.

Bishop Miller also noted that the board would need to elect another member.

Executive Council

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

For the Clerical Order:

The Rev'd John Allen (St. James', Milwaukee), The Rev'd Andrew Hanyzewski (St. Peter's, Fort Atkinson), The Rev'd Elizabeth Tester (St. Paul's, Watertown), and The Rev'd Chuck Zellermayer (St. Mary's, Dousman) were nominated for the two clerical positions. Hearing no other nominations, Bishop Miller announced that a written ballot was required.

For the Lay Order:

Mr. Marc Buehler (St. Mary's, Dousman), Ms. Pam Ferguson (St. Mary's, Dousman), Mr. Jeffrey Kincaid (St. Mark's, South Milwaukee), Mr. Peter Larson (St. Paul's, Milwaukee), Mr. Henry Peters (St. Andrew's, Madison), Ms. Gayle Radovich (St. Thomas of Canterbury, Greendale), and Mr. John Washbush (St. James', Milwaukee) were nominated for the two lay positions. Hearing no other nominations, Bishop Miller announced that a written ballot was required.

Standing Committee

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

For the Clerical Order:

The Rev'd Paula Harris (St. Luke's, Madison) and The Rev'd Jason Lavann (St. John the Divine, Burlington) were nominated. Hearing no other nominations, Bishop Miller announced that a written ballot was required.

For the Lay Order:

Ms. Mary "Jamie" Cairo (St. Matthew's, Kenosha) and Ms. Sheryl Slocum (St. James', Milwaukee) were nominated. Hearing no other nominations, Bishop Miller announced that a written ballot was required.

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

Bishop Miller appointed Dr. Esther Kramer (St. John Chrysostom, Delafield) as the Chair of Tellers, assisted by Mr. Lee Klugiewicz (Cathedral Church of All Saints, Milwaukee) the outgoing head teller. Bishop Miller thanked all who had volunteered to assist with this essential task.

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

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

Determination of the Order of Business -- A Parliamentary Moment

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

Call for Additional Resolutions

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

Consideration of Old Business

Bishop Miller asked the Secretary if there was any Old Business to return to this body. The Executive Secretary stated that, to the best of her knowledge, there was none.

Report of the Resolutions Committee

Bishop Miller recognized The Rev'd Cathleen Milliken, Chair of the Resolutions Committee, 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 the 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 seven resolutions for consideration:

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

Resolution II. – Denouncing Racism

Resolution III. – Promoting Peace, Reconciliation and Justice in Israel and the Occupied Territories

Resolution IV. – 2016 Clergy Minimum Compensation

Resolution V. – Annual Parish Revenues as a Factor in Determining Clergy Compensation in the Episcopal Diocese of Milwaukee

Resolution VI. – Greater Understanding of Ethnic Diversity in our Midst

Resolution VII. – Redirecting Resources in Support of the Sustainable Development Goals

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

A Parliamentary Moment

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

Dr. Jennifer Henery explained the procedures for amending and voting on resolutions. She then explained that voting would first be by voice, then cards, and last, by ballot. Deputies wishing to address the convention were to use the center 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 reminded the convention that:

-- the debate of the resolutions was on the “**be it resolved**” section, not on the explanation

--“addressing the chair” means clearly stating: *Bishop/members of the convention, I (N) from (N) rise to speak for/against.....*

Note: The Rev'd Oscar Roza kindly assisted those deputies who had trouble with the microphone.

Bishop Miller stated that the Resolutions would be dealt with in the order appointed starting with The Use of Alcohol at Functions Held by Parishes and Entities of the Episcopal Diocese of Milwaukee stipulated below.

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

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

RESOLVED, that the Episcopal Diocese of Milwaukee adopt the following amendments to its existing policy on alcohol use and misuse; incorporate language related to other substance misuse; and

encourage congregations, seminaries, schools, young adult ministries, and affiliated institutions to update their policies on the use of alcohol and other substances with the potential for misuse:

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

Bishop Miller stated that the Resolution, The Use of Alcohol at Functions Held by Parishes and Entities of the Episcopal Diocese of Milwaukee, had been placed before the convention and that because a Committee had brought the Resolution, it is considered moved and seconded.

Bishop Miller recognized The Rev’d Andrew “Andy” Jones.

The Rev’d Andrew “Andy” Jones spoke as the representative for the Diocesan Deputation to the 78th General Convention of The Episcopal Church who submitted the resolution.

Rev’d Jones reminded the convention of the recent circumstance of an Episcopal bishop convicted in the drunken-driving death of a bicyclist in North Baltimore, and of The Episcopal Church’s established tolerance for the use of alcohol. He expressed the need to take the misuse of alcohol seriously. He noted that the diocese had adopted an official policy in 1984, and that, the intent of the current resolution was to update that policy and bring it into compliance with the work of the 78th Convention, both in its goal and language. He concluded that a new understanding and response was needed regarding alcohol and its use. “Failure to address it leads to silence.”

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

The motion passed.

Bishop Miller stated that the Resolution, Denouncing Racism, was before the convention.

Denouncing Racism

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

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

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

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

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

Bishop Miller stated that the Resolution, Denouncing Racism, had been placed before the convention and that because a Committee had brought the Resolution, it is considered moved and seconded.

Bishop Miller recognized Ms. Carlyn Higbie.

Ms. Carlyn Higbie spoke as the representative for the Diocesan Deputation to the 78th General Convention of The Episcopal Church who submitted the resolution.

Ms. Higbie noted that the goal was to begin a conversation, looking at systemic racism; to move as individuals, parishes, and the diocese, in developing a task force in “taking and living the words of Jesus.”

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

The motion passed.

Bishop Miller stated that the Resolution, Promoting Peace, Reconciliation and Justice in Israel and the Occupied Territories, was before the convention.

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

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

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

Bishop Miller stated that the Resolution, Promoting Peace, Reconciliation and Justice in Israel and the Occupied Territories, had been placed before the convention and that because a Committee had brought the Resolution, it is considered moved and seconded.

Bishop Miller recognized Mr. Peter Larson.

Mr. Peter Larson spoke on behalf of the General Convention deputies who submitted the resolution, noting the need for further engagement of and conversation within the diocese.

The Very Rev'd Kevin Carroll, (Dean, Cathedral Church of All Saints, Milwaukee) proposed the following amendment to the Resolution:

BE IT FURTHER RESOLVED, that the Episcopal Diocese of Milwaukee expresses its support for the indigenous people in the Occupied Territories, locally in our diocese and more generally the occupied territories in the United States of America, specifically being territories taken from the First Nations peoples of this land by various means including, but not limited to military force, coercion, genocide through the introduction of western diseases, forced relocation, deception and violation or total disregard for lawful treaties.

It was seconded.

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

An initial opposition to the amendment questioned the United States being an occupied territory and further noted that the grave injustices here were in the past.

The Rev'd Matthew Buterbaugh (St. Matthew's, Kenosha) spoke in opposition to the amendment to the resolution indicating that the amendment should really be a separate resolution, not attached to the original resolution.

Mr. Jerry Kreitzman (St. Paul's, Watertown) stated that the amendment to the resolution was out of order in that it did not address the issues in the title of the original resolution.

Bishop Miller turned to the Parliamentarian for a determination regarding the "out of order" question.

The Parliamentarian, Mr. John Washbush, stated that the amendment was germane to the issue in that, first, the title is not binding, and that, second, the amendment addresses the first of the two issues.

Ms. Jane Carroll (Cathedral Church of All Saints, Milwaukee) spoke in favor of the amendment, noting that we cannot address problems in the Occupied Territories until we address the issues we have here.

The Rev'd Michael Parks (St. Peter's, West Allis) spoke in favor of the amendment stating that we need to acknowledge our own sins, the sins all over the world.

The Rev'd Jonathan Grieser (Grace Church, Madison) rose to challenge the decision of the Parliamentarian, noting the distinction of the capitalized "Occupied Territories" in the original resolution and the lower-case "occupied territories" in the amendment.

After a conversation with the Parliamentarian, Bishop Miller determined that a vote by the convention deputies regarding whether or not the amendment was germane was the order of business.

By voice vote, it was determined that the amendment was not germane and the amendment was determined out of order.

Bishop Miller asked if there was any further discussion on the original resolution.

Mr. Theodore Bryant-Nanz (St. Mary's, Dousman) spoke in opposition to the resolution, noting that it had been opposed at the General Convention and he questioned why Israel was singled out.

Seeing no one else move to the microphone, Bishop Miller called for a vote.

A voice vote was not clear, and the first vote by card was also not clear.

A second vote by card was initiated; the tellers tallied the cards.

The motion passed, as presented, with 114 for the resolution; 70 opposed to the resolution.

Bishop Miller stated that the Resolution, 2016 Clergy Minimum Compensation, was before the convention.

2016 Clergy Minimum Compensation

BE IT RESOLVED, that the clergy compensation levels for 2016 will be increased either by virtue of the clergy being placed in a higher range on the minimum compensation grid OR by the calculated percent of 1.699%, whichever is greater. This calculated percent is derived from a blended formula consisting of four economic indicators (see explanation).

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

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

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

Bishop Miller stated that the Resolution, 2016 Clergy Minimum Compensation, had been placed before the convention and that because a Committee had brought the Resolution, it is considered moved and seconded.

Bishop Miller recognized Ms. Jan Merkt.

Ms. Jan Merkt spoke as Chair of the Professional Standards and Support Committee who submitted the resolution.

Ms. Jan Merkt stated that this resolution was about fair compensation for the clergy of this diocese and about making it simple and understandable. She also noted that, if extenuating circumstances exist in the parish that prevent them from meeting the minima, a conversation with the office of the Bishop to set up exceptions would be advisable.

She explained the amount of research involved in setting up the compensation levels and that the compensation levels are for both new and existing clergy.

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

Ms. Linda McKinsey (Georgenson) (Zion, Oconomowoc) rose to speak against the resolution. She noted that social security income will not be increased in 2016, and that health costs will be dramatically increased. She felt that no more, in clergy compensation, could be done for the next year.

Mr. Jerry Kreitzman (St. Paul's, Watertown) rose to speak in opposition to the resolution, also noting that the social security income is frozen for 2016, and health care costs are increasing. He expressed concern about paying for the "service" of the clergy and that, even if we did nothing, the clergy compensation still goes up because of years of experience. NOTE: His time expired.

Mr. Scott Celsor (St. Thomas of Canterbury, Greendale) rose to speak against the resolution praising the hard work of the committee, but calling attention to the weakening of the United States economy, and that the resolution places an undue burden on individual parishes.

Ms. Sheryl Slocum (St. James', Milwaukee) rose to speak in favor of the resolution stating that if parishes are having financial problems they have the option to speak to the office of the Bishop for exemptions.

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

The motion passed.

Report of the First Ballot

Bishop Miller reported the results of the first ballot:

Executive Council (*Clergy*)
The Rev'd Elizabeth Tester
Standing Committee (*Clergy*)
The Rev'd Paula Harris
Standing Committee (*Lay*)
Ms. Mary "Jamie" Cairo

Need for a Second Ballot

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

Executive Council (*Clergy*)

The Rev'd John Allen
The Rev'd Andrew Hanyzewski
The Rev'd Chuck Zellermyer

Executive Council (*Lay*)

Ms. Pam Ferguson
Mr. Peter Larson
Mr. Henry Peters
Mr. John Washbush

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

Bishop Miller stated that the Resolution, Annual Parish Revenues as a Factor in Determining Clergy Compensation in the Episcopal Diocese of Milwaukee, was before the convention.

Annual Parish Revenues as a Factor in Determining Clergy Compensation in the Episcopal Diocese of Milwaukee

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

Bishop Miller stated that the Resolution, Annual Parish Revenues as a Factor in Determining Clergy Compensation in the Episcopal Diocese of Milwaukee, had been placed before the convention and that because a Committee had brought the Resolution, it is considered moved and seconded.

Bishop Miller recognized Mr. J. Thomas Reeder.

Mr. J. Thomas Reeder spoke as the individual who submitted the resolution.

Mr. J. Thomas Reeder stated that the resolution was not meant to change the minimum compensation, but to offer a viable option for parishes that are struggling financially.

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

Mr. Bill Robison (Trinity, Wauwatosa) rose and moved that the resolution be referred to the Professional Standards and Support Committee. It was seconded by Mr. Jerry Kreitzer.

Bishop Miller noted that a motion was before the convention and called for a vote.

The motion to move the resolution to the Professional Standards and Support Committee passed.

It will be reported as old business in a committee report from the Professional Standards and Support Committee at the 169th Annual Diocesan Convention.

Bishop Miller stated that the Resolution, Greater Understanding of Ethnic Diversity in Our Midst, was before the convention.

Greater Understanding of Ethnic Diversity in Our Midst

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

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

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

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

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

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

Bishop Miller stated that the Resolution, Greater Understanding of Ethnic Diversity in Our Midst, had been placed before the convention and that because a Committee had brought the Resolution, it is considered moved and seconded.

Bishop Miller recognized The Rev'd Mike Tess.

The Rev'd Mike Tess spoke as the individual who submitted the resolution.

The Rev'd Mike Tess noted that "all is changing" and that, far too often, the church is slow to change. He said that we need to look into the neighborhood, and that the first step is to engage in conversation.

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

The motion passed.

Bishop Miller stated that the Resolution, Redirecting Resources in Support of the Sustainable Development Goals, was before the convention.

Redirecting Resources in Support of the Sustainable Development Goals

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

Bishop Miller stated that the Resolution, Redirecting Resources in Support of the Sustainable Development Goals, had been placed before the convention and that because a Committee had brought the Resolution, it is considered moved and seconded.

Bishop Miller recognized The Rev'd Dr. Miranda Hassett.

The Rev'd Dr. Miranda Hassett spoke on behalf of the Newala Steering Committee, the Haiti Project Committee, and the Commission on Global Reconciliation who submitted the resolution.

The Rev'd Dr. Miranda Hassett explained that, in essence, the Millennium Development Goals were rolling over to the Sustainable Development Goals. She briefly presented the history of the MDG goals that began in 2000 as 8 (eight) goals addressing the “needs of the poorest on earth” with our diocese giving numerous contributions to the Haiti Project and the Friends of Newala.

Brochures on the convention tables noted that the diocese gave grants to fund an AIDs education program in South Africa, hospital beds in Egypt, sanitation in Nigeria, and teacher education in Central America.

The Rev'd Dr. Miranda Hassett concluded that the resolution calls for the diocese to redirect the MDGs resources to the 17 Sustainable Development Goals.

She also called attention to the “blue boxes” on each table and reminded the convention that UTO was the oldest outreach ministry around the world.

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

The motion passed.

Ms. Sheryl Slocum (St. James', Milwaukee) was recognized by Bishop Miller.

Ms. Sheryl Slocum asked for clarification regarding the amendment to Resolution III.

Bishop Miller explained that the amendment to Resolution III was voted out of order/voted out, but that it could be brought back to next year's convention as a separate Resolution.

2016 Diocesan Budget – A Parliamentary Moment

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

Bishop Miller recognized Mr. 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.

Mr. Steve Martinie called attention to the pie charts.

--He noted that 89% of the diocesan revenue was from parish assessments.

--He stated that assessment income was down almost \$6,000.00 in 2015.

Mr. Steve Martinie then reviewed the 2016 Diocesan Budget and noted that the 2016 Diocesan budget was fiscally prudent.

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

Ms. Maggie Hastings stated that she had three questions from the preconvention hearings:

--the number of individuals in the diocesan staff;

--a breakdown of the Mission and Development monies;

--the division of the profits from the sale of St. Edmund's.

Bishop Miller addressed the questions.

Bishop Miller reviewed the property sales and the use of the funds from them.

--Camp Webb was sold because of its drain on the diocesan revenue; monies from the sale of the property now fund the outdoor ministry program, especially the current Camp Webb program.

--St. Edmund's sale was also due to its financial drain on the diocese.

--The monies from its sale and the sale of St. Nicholas and Resurrection go into the endowment fund to reduce assessments, and into the Foundation for loans to parishes.

Bishop Miller introduced the paid staff of Nicholson House: Canon Peggy Bean, The Rev'd Carla McCook, Ms. Patty Jaffke, Ms. Barbara Klauber, Ms. Marlene Udovich, The Rev'd Kevin Stewart, and The Rev'd Elizabeth Tester, part-time Camp Webb coordinator, as well as he, himself.

Bishop Miller noted that the monies in Mission and Development are divided among CDI (Church Development Institute), aide to parishes, and deployment costs.

Mr. Gregg Brack (St. Luke's, Racine) first thanked Bishop Miller for an excellent, well-run convention. He called attention to a slight error in the proposed 2016 budget proposal on page 1, last bullet point: *The Diocese rents office space **from** The Gathering and Our Next Generation ... should be The Diocese rents office space **to** The Gathering and Our Next Generation...*

Bishop Miller thanked Mr. Brack for his "catch" and reminded the convention that Nicholson House is really owned by the Cathedral Church of All Saints, Milwaukee and that next year, new financial arrangements will be in effect.

It was moved and seconded, to adopt the budget.

Bishop Miller asked if there was any further discussion or debate on the budget. Seeing no one at the microphone, Bishop Miller called for the vote to adopt the 2016 budget. The budget passed.

Bishop Miller thanked Mr. Steve Martinie for his report and his diligent work on the budget.

Bishop Miller noted that the budget couldn't be reduced anymore, but that "we all had the power to give of our largesse and create an endowment."

Report of the Second Ballot

Bishop Miller reported the results of the second ballot:

Executive Council (*Clergy*)
The Rev'd Chuck Zellermyer
Executive Council (*Lay*)
Mr. Peter Larson
Mr. John Washbush

Bishop Miller announced that all positions were filled, and that no third ballot was necessary.

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

Report of the Committee on Privilege and Courtesy

Bishop Miller recognized The Rev'd Carla McCook, Bishop's Assistant for Christian Formation and Ministry, for the reading of the Privilege and Courtesy Resolutions.

The Rev'd Carla McCook presented the following:

168th Annual Convention of the Diocese of Milwaukee The Resolutions of Courtesy and Privilege 2015

BE IT RESOLVED that this 168th annual Convention of the Diocese of Milwaukee express its gratitude to Mrs. Esther Kramer, Dr. Jennifer Henery, and to Dr. Jack H. Albert, Jr. President, the faculty and cadets of St. John's Northwestern Military Academy, 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.

BE IT FURTHER RESOLVED that this 168th annual Convention sends its blessings and good wishes to Ms. Diane Brown, coordinator of the local planning committee for the 169th Convention of the Diocese of Milwaukee, which will be held October 7-8, 2016 at the Madison Marriott West Hotel and Conference Center in Madison, Wisconsin.

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 Rev. Marge Kiss, their coordinator and captain, as well as the indefatigable recording secretary of this body, without whose efforts our work today might be unknown to generations yet unborn.

BE IT FURTHER RESOLVED that thanks be given to our Chair of Resolutions Committee, the Rev. Cathy Milliken; to the Chair of the Nominations Committee, the Rev. Matthew Buterbaugh; the Chancellor, Stuart Parsons; to the Chief Registrar Bob Heindl, and Head Teller, Esther Kramer, for their assistance and leadership in many ways, visible and invisible.

BE IT FURTHER RESOLVED that thanks be given to the Rev. Evelyn Payson, our diocesan historiographer.

BE IT FURTHER RESOLVED that this 168th annual Convention extends its heartfelt thanks to the members of the Diocese of Milwaukee's Deputation to this year's General Convention, for giving of their time and talents to this important work: The Rev. Andrew Jones; the Rev. Miranda Hassett; the Rev. Martha Berger; the Rev. Anna Doherty; the Rev. Michael P. Tess; Mr. William Robison; Ms. Carlynn Higbie; Mr. John Washbush; Ms. Janet L. Finn; and Mr. Peter Larson.

BE IT FURTHER RESOLVED that this gathering extend its greeting and prayers to the members and clergy of St. Matthew's Church, Kenosha, as they celebrate the 175th year of ministry.

BE IT FURTHER RESOLVED that this gathering extend its greeting and prayers to the students and clergy of St. Francis House, Madison as they celebrate the 100th year of ministry.

BE IT FURTHER RESOLVED that this Convention extend its greetings and offer the prayers of its members to the clergy and people of the Diocese of Newala, their bishop, the Rt. Rev. Oscar Steven Mnung'a, and his wife Agnes, and to Sister Helena and the sisters of the Community of St Mary of Nazareth and Calvary at their house in Newala, Tanzania.

BE IT FURTHER RESOLVED that this Convention extend greetings and offer the prayers of its members to the sisters of the Community of St. Mary, Milwaukee, giving thanks for the faithful and varied ministries of all who live a monastic life.

BE IT FURTHER RESOLVED that this Convention extend its greetings and offer prayers of thanksgiving to the Order of Julian of Norwich for their many years of service, retreats, spiritual direction, and writing of the prayers for the Diocesan Cycle of Prayers. We pray for their community as they resettle in their new home in White Lake, Wisconsin, in the Diocese of Fond du Lac.

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.

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 Archdiocese 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 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.

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, the Right Reverend Matthew Alan Gunter and his wife, Leslie.

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

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

AND FINALLY, BE IT LIKEWISE RESOLVED that this 168th Convention of the Diocese of Milwaukee express its gratitude for the leadership, dedication and pastoral guidance of our bishop, the Right Reverend Steven Andrew Miller, D.D., consecrated 13 years ago on October 18th, and let us recommit ourselves to pray that the Holy Spirit continues to strengthen and direct his ministry with us and among us.

Bishop Miller asked for a motion to accept the Privilege and Courtesy Resolutions as one entity. It was so moved and seconded. Bishop Miller called for a vote. The Privilege and Courtesy Resolutions passed with a unanimous voice vote and applause recognizing the beginning of Bishop Miller's twelfth year as Bishop of the Diocese of Milwaukee.

Bishop Miller reminded the convention of the golf carts available to transport people to the parking lot. He asked the deputies to take the Camp Webb materials, reminding them that "waiting lists" are now the order of the day.

169th Convention of the Diocese of Milwaukee

Bishop Miller announced that the 169th Convention of the Diocese of Milwaukee will be at Madison Marriott West Hotel and Convention Center, Middleton, Wisconsin on October 7th and 8th 2016. And to help prepare for next year's convention, he asked the deputies to return the name tags and voting cards in the designated boxes, and to complete the feedback sheets.

Bishop Miller thanked Dr. Jennifer Henery and Dr. Esther Kramer, the diocesan staff, and those on the dais, for their assistance in making the convention a success.

Blessing and Dismissal

As is the custom, The Rev'd Dr. Julian Hills, as senior presbyter, moved to adjourn the 168th Convention of the Diocese of Milwaukee. It was seconded by many.

Bishop Miller noted that adjournment was not debatable and so called for a vote. The motion carried by unanimous voice vote.

Bishop Miller offered a final prayer, his blessing, and dismissal: *Go in peace to love and serve the Lord.* The meeting adjourned at 3:30 p.m.

Respectfully Submitted,

Reverend Margaret M. Kiss
Executive Secretary

Appendix I – Bishop Miller’s Pastoral Address

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

Greetings and welcome to this the 168th Convention of the Episcopal Diocese of Milwaukee. What a joy and delight it is to be with all of you as we gather in worship to sing God’s praise in this beautiful setting here at St. John’s Northwestern Military Academy. A number of you have told me that this is the first time you have ever been to St. John’s and others have told me that you did not know that it was an Episcopal School. As a member of the Board of Trustees I welcome you to this place and as Bishop of the Diocese of Milwaukee I want to say thank you to the people of St. John’s Northwestern for making the academy available to us. Thanksgiving is the theme of this convention and so before I begin my meditation on our theme allow me to take this opportunity to thank the members of the Diocesan Staff and the numerous volunteers who have made and are making this day possible. In the interest of time, I will not run through litany of names as I have done at previous conventions. Allow me to simply say to you all on behalf of those gathered here, “Thank you.” I also want to say thank you to all present, delegates and visitors, for giving of your time on a beautiful fall Saturday for this important work of the Church, work which undergirds our life and ministry as a the Diocese of Milwaukee, the Episcopal Church in Southern Wisconsin.

Our theme for convention this year is “a Eucharistic people, a community of Thanksgiving.” We reflected on one aspect of that last year in our meditation on the hymn found in the second chapter of Paul’s letter to the Philippians. To be a Eucharistic people is to be a people open to self-emptying that we might be raised up by God and be taken, blessed, broken, and given to the world.

As we gather today we hear the words of the prophet Isaiah calling his first hearers and us to “Give thanks to the LORD, call on his name; make known his deeds among the nations; proclaim that his name is exalted.” We prayed with the psalmist, “It is a good thing to thanks to the Lord and to make music to your name, O most High. To tell of your loving kindness early in the morning and of your faithfulness in the night season.” And we hear the apostle Paul telling the church at Colossae and the Church today that we are to do everything we do in the name of the Lord Jesus, giving thanks to God the Father through him.

The witness of scripture is clear that thanksgiving and the proclamation of God’s reign in the world are two sides of the same coin, thanksgiving is proclamation of God’s power, grace and blessing and proclamation of God’s Power, grace and blessing flows from gratefulness and begins with saying thank you for what God has done. This thankful proclamation is by word and deed, showing forth God’s praise not only with our lips but in our lives. This is what it means to be a Eucharistic people.

Sadly, I believe we may have lost sight of this. We confuse the Eucharist with Communion. The Communion is a part of the Eucharist but it is not all of the Eucharist. The result of this confusion and misunderstanding is seen in people choosing not to attend worship unless there is a Eucharistic celebration and resolutions submitted to the General Convention calling for lay lead public liturgies of the pre-sanctified on Sunday mornings. This is sometimes caused by the misguided teaching of clergy who told people as our church was moving to Eucharistic centrality. “if it is not communion it doesn’t count,” as if God is a divine Santa making a list and checking it twice. It is also seen in a lack of reverence for the sacrament and in the misunderstanding that some have that when the unbaptized are not permitted to receive the sacrament they are not part of the Eucharist. The Eucharist and Eucharistic life and centrality are more than communion.

The result of this misunderstanding is that the Eucharist comes to be seen not as what it is but as what it is not, not as a way of living but as a thing, another part of a consumer Christianity, an attitude that is best summed up in the words of the poem by Wilber Reese entitled “Three dollars’ worth of God.”

**I would like to buy \$3 worth of God, please.
Not enough to explode my soul or disturb my sleep,
but just enough to equal a cup of warm milk
or a snooze in the sunshine.
I don’t want enough of God to make me love a black man
or pick beets with a migrant.
I want ecstasy, not transformation.
I want warmth of the womb, not a new birth.
I want a pound of the Eternal in a paper sack.
I would like to buy \$3 worth of God, please.**

In my less hopeful moments I have begun to wonder if the revolution/reformation which was the 1979 Book of Common Prayer, the culmination of a movement to reorient our Church to a baptismal ecclesiology and missiology, which placed the Eucharistic liturgy at the center of the Church’s life if it hasn’t already failed, is failing.

You see our Book of Common Prayer sets forth a biblically based vision of a church in which all members are ministers who gather around God’s board to feed on Christ and go forth in the power of the Holy Spirit to seek and serve Jesus in everyone we meet. We do this because our primary identity is as a member of Christ’s body. Some of us are bishops, priests, and deacons but the most important thing about every member of this Diocese is that we have been born again by water and the Spirit, and marked as Christ’s own forever. As the Church, we participate in God’s mission to restore all people to unity with God and with each other through Christ. The ministry of the people of God is in and to the world, beyond the red doors not behind them. If we were to live up to this vision, there is no telling what God could do in and through us.

In his address to the General Convention as a candidate for Presiding Bishop, Michael Curry reminded us of the words of the evangelist Billy Sunday, who described the Episcopal Church as a sleeping giant. Sunday said that if the Episcopal Church ever woke up the rest of American Christianity had better watch out.

As we gathered to elect a Presiding Bishop, I could hear that the stirring that signals an awakening. And then we elected one especially gifted for this time in the life of our Church as we seek to be Eucharistic people who go forth in thanksgiving as Christ’s ambassadors in the world.

In his sermon at the close of General Convention, as Presiding Bishop Elect, Bishop Curry proclaimed, “*I am more and more convinced that God came among us in the Person of Jesus of Nazareth to show us the way to be reconciled with the God who deeply and passionately loves each and every one of us, to be reconciled and right with that God and to be reconciled and right with each other as the children of that one God who created us all. He came to show us how to get right and how to get reconciled. He came to show us therefore how to become more than simply the human race – that’s not good enough – came to show us how to be more than a collection of individualized self-interests, came to show us how to become more than a human race. He came to show us how to become the human family of God. And in that, my friends, is our hope and our salvation, now and unto the day of eternity.*”

I share that conviction and I pray you do, too.

It is in that context that I hear our Gospel lesson for today- the story of the Raising of Lazarus. The story is found in the 11th chapter of John's Gospel. It contains two of my favorite passages of Scripture, the words of Apostle Thomas, the one who later doubted, who when confronting the other disciples fear that if Jesus went to Bethany he would be killed said, "Let us also go that we may die with him." And Jesus's encounter with Martha which includes their exchange, "your brother will rise again, "I know he will rise again at the resurrection on the last day. "I am the resurrection and the life, no one comes to the Father but by me. It is after this that our passage begins. Jesus then encounters Mary. She says to him the same words her sister did.

'Lord, if you had been here, my brother would not have died.' and invites Jesus to go with her to the tomb. John records,

"Then Jesus, again greatly disturbed, came to the tomb. It was a cave, and a stone was lying against it. Jesus said, 'Take away the stone.' Martha, the sister of the dead man, said to him, 'Lord, already there is a stench because he has been dead for four days.' Jesus said to her, 'Did I not tell you that if you believed, you would see the glory of God?' So they took away the stone. And Jesus looked upwards and said, 'Father, I thank you for having heard me. I knew that you always hear me, but I have said this for the sake of the crowd standing here, so that they may believe that you sent me.' When he had said this, he cried with a loud voice, 'Lazarus, come out!' The dead man came out, his hands and feet bound with strips of cloth, and his face wrapped in a cloth. Jesus said to them, 'Unbind him, and let him go.'

Lazarus Come Out! This is Jesus' word to us this day! Come Out of the tomb and step into life.

I cannot hear these words without being reminded of a poem by the Scottish bishop Michael Hare Duke. I shared the last line of this poem with you in an Easter letter a couple of years ago. These are words that describe the only way out of consumer Christianity, the only way we can ever be the people God intended us to be, the only way we can wake, the only way we can come forth and live in to the vision God has for us.

Death is the physic;

There is no remedy less radical.

We cannot patch the threadbare goodness with a small square of glory

We have to come to where the fragments must be fused painfully into a unity

By resurrection out of a three days tomb.

First, death of self-concern...

{Which stands outside the event

To keep score of good or bad

'How am I making out?'- 'That's better now.'

For we must be born into that action which is all ourself,

Total commitment when the cost's been weighed

Authentic choice to be, with reserves in case it doesn't work.]

Then death to judgment of our brother;

The secret pleasure in his faults

The double mind condemning while love wrestles to control

Then last of all the death, to set us free

From testing God, setting the scene where he must play a part,

*Dance to **our** piping
Ratify **our** schemes because we made him **our** patron
Doing **our own** will behind the Three-fold name.
Dead, and alive in Christ
We find new trust.*

*[Not flabby relaxation but poised rest
The knife-edge of discernment's still to tread.
But always with the knowledge that he reigns
Both in the choosing and whatever comes Out of that
choice]*

*The grave clothes hold us they are all we know grant us the courage to be loosed and live. **

The grave clothes hold us they are all we know.

Think a minute. What grave clothes are holding you? Where is Christ calling to you to be unbound and come forth?

Some of those grave clothes, I suspect, are fear and worry. The myth of power and control. Doing the same thing and expecting different results. And of course, the seven last words of the Church, we have never done it that way before. This and so much more are wrapped around us like the clothes which were wrapped around Lazarus.

I have seen the results of this binding in my ministry as your bishop. 6 congregations have closed in the 12 years that I have been with you and with only a couple of exceptions the root cause of their demise was an unwillingness to be the Church in ways that demanded these congregations to set aside business as usual and take the risk of using their resources to do ministry in new ways. The focus was on who was there and what they wanted rather than on who wasn't a part of the community and how are we called to serve them. This grieves my heart.

That is why I am excited for you to hear the presentations by Alice Mirk of St. Paul's, Watertown and Dr. Jennifer Henery later today. Some among us have made the decision to shed the grave clothes and their ministries are beginning to thrive because they are no longer doing business as usual. I am excited by a new partnership between Trinity, Mineral Point and Trinity, Platteville.

Other partnerships are being established across our diocese as a means to share mission and ministry. Trinity, Baraboo and St. John the Baptist in Portage are sharing clergy leadership, a parish and a mission, in hopes of developing shared ministries between the parish and local communities. We are working to build a similar relationship between Christ Church in Delavan and St. John in the Wilderness in Elkhorn.

A multicultural team from across the diocese has been gathering monthly to look at how we can be more inviting to all people in our communities as a first step.

And in a follow up step the team is planning how to truly include and incorporate our diverse neighborhoods into our congregations while at the same time learning how our congregations can be incorporated more fully into the wider community.

We are called to be unbound in our ministry in the world. Before this convention comes a resolution that asks this diocese to engage the work of combatting systemic racism. I hope you will pass it.

You will recall that in my address to you last year I asked you "to join me and the other members of the

Wisconsin Council of Churches in our anti-poverty initiative.” I have continued in that work over the past year. On Wednesday, I met with a group of leaders to discuss the next steps for this work. I was in the focus group that reviewed a proposed theological statement. It was sent back to the drafting room. One reason was that it was too long. But most importantly, it was sent back because it was too white. White in its deistic, institutional Christendom approach modified by interfaith sensibilities and white in that it made the poor a “them,” failing to recognize the poverty of us all.

You know that I am anxious to engage this work. In early December I will be meeting with Bishops of the Church to begin work on a new pastoral teaching on racism. If we are going to do so faithfully we must be unbound from the myth of power and privilege which has shackled us for so long. We must learn to listen and we must be doers of the Word we hear.

Eucharistic people are those who share the peace of Christ. It has to be more than a liturgical exchange. To share the peace of Christ means to act in such ways that God’s will for peace is made real on earth. It is for that reason that I continue my work with against Gun Violence. Universal Background Fingerprint background checks and a 48 hour waiting period on all gun purchases may not end all the horrific violence that occurs in this state and this nation. But even if they only save one life (the data shows they save so many more) it is worth the event. The dignity of every human being means every person matters. This week a bill to reinstate a 48 hour waiting period for gun purchases was introduced in our state legislature. I ask you to join me in working for its passage.

Today Jesus calls each of us to come forth and be unbound. He calls us to come forth with joy and thanksgiving for the life which is ours through his death and resurrection as members of his body to be taken, blessed and broken for the life of the world. We serve a living Lord. He is calling us to new life, as congregations, as a diocese, and as a creation. May God grant us grace to answer this call not only with our lips, but in our lives.

*The bracketed sections of the poem were not read in the sermon but are included here.

Appendix II – Bishop’s Shield Award – Michael Hagon



Through the years, Mike has served the Church faithfully. He has offered his time and energy as a vestry member and a warden numerous times as a parishioner of his beloved Trinity, Wauwatosa. He has been a deputy to diocesan convention more times than he would probably care to admit. He has served on the Standing Committee of this Diocese, along with a variety of task forces and committees. But for me, as your Bishop, the work that Mike has done (and continues to do) regarding the ways in which we count costs and make investments, continues to bear good fruit in this community of faith called the Episcopal Diocese of Milwaukee.

Mike's work early on in my episcopate, assisted us in clarifying and streamlining our assessment formula, and helped our budget process become as transparent and as straightforward as possible. This behind-the-scenes effort, unseen to most of us, continues to benefit us as we seek to serve our Lord in this place.

Mike also understands the power of prudent investing, and he has brought his mission-minded investment acumen to his continuing work as the president of the Trustees of Funds and Endowments for our Diocese. He has worked tirelessly to help parishes in this Diocese organize endowments to secure future mission and ministry. Mike's unstated goal, lived out in his efforts to educate us in the power of compound interest over time, is to make sure that the ministry of the Episcopal Church will continue to thrive in southern Wisconsin for generations to come.

For his lifelong commitment to serving the Lord in all aspects of his life, and for his many years of service to this Diocese and its people, the Diocese of Milwaukee gives thanks to God for the ministry of Michael Hagon, and is pleased to recognize his decades of tireless and committed service through the presentation of the Bishop's Shield Award. Given under my hand and seal in the City of Milwaukee on the fifteenth day of October in the year of our Lord two thousand fifteen and in the twelfth year of my consecration.

The Right Reverend Steven A. Miller
XI Bishop of Milwaukee

Appendix III -- Necrology for the 168th Annual Convention of the Episcopal Diocese of Milwaukee

BAYVIEW, ST. LUKE'S

Dorene Inez Ostrowski
Ross Lanza

BURLINGTON, ST. JOHN THE DIVINE

Violet Schmidt
Mary Jane Tiegs
Janet Torhorst

DELAFIELD, ST. JOHN CHRYSOSTOM

Melvin Gronewold
June E. Gunst

FORT ATKINSON, ST. PETER'S

Richard Morgan
Ronald Wangerin

GREENDALE, ST. THOMAS OF CANTERBURY

Betty Jane Collis
Roland Denman
Jaqueline M. Gottweiss
Jerome Kelly
Karen G. Larsen
Brett L. Lindstrom
Susan Martindale
Richard B. Murdock
Isabel Poole
Janice M. Tschanz
Anne Yorkers

SUN PRAIRIE, GOOD SHEPHERD

Trevor Brown
Bill Brown
Nancy Buss
Mark Daniels
Alpha Devenish
Mike Rosium
Craig Kalk, Sr.

JANESVILLE, TRINITY

Karin Ann Zimdars

LAKE GENEVA, HOLY COMMUNION

Elsa Anderson Weber
Patricia Jean Mathews Warner

GRACE, MADISON

Margaret Lacy
Eve Street
Judith Ahrens-Sather
Kathleen Binger
Genevieve Jackson
Barbara Day
Ann Hausner

MADISON, ST. ANDREW'S

Bill Bartlett
Joan Jennerjohn
DeDee Raufeisen
Ben Taylor

MADISON, ST. DUNSTAN'S

Arthur S. Lloyd (The Rev.)
Mary Birks Sobota

MADISON, ST. LUKE'S

Huguette Raymond

MENOMONEE FALLS, ST. FRANCIS

David Kilpatrick
Tim Lynn Kelley
Doreen Mendenhall

MILWAUKEE, ALL SAINTS' CATHEDRAL

Suzanne Mettelman
Virginia Reinhart
Elizabeth Soden

MILWAUKEE, ST. MARK'S

Stewart Lamb
Thomas Parker
Kay West

RACINE, ST. LUKE'S

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Mary Lois Osborne Marcal
Esther M. Klemp

RIVER HILLS, ST. CHRISTOPHER'S

Lilias Macon Bruce

Curtis "Curt" Degener

Frederick F. Hansen
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Roy LaBudde
Anne "Ricky" Lindemann
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Delores Cowling
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Valerie Schermeister
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WEST BEND, ST. JAMES

Mary Kuester
Catherine Rutledge
Judy Schulze

WHITEFISH BAY, CHRIST CHURCH

Mary Thomasine Carpenter
Roy Labudde
Eric Manning
Edith M. Mishefski
Shirley Morley
Emily Latta Pritzlaff
Jeanne Anne Snow

WISCONSIN DELLS, HOLY CROSS

Dorothy Lindstrand
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