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176th Annual Diocesan Convention of the Episcopal Diocese of Milwaukee, October 21st, 2023 Madison Marriott West Hotel - Middleton, Wisconsin

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176th Annual Diocesan Convention

of the Episcopal Diocese of Milwaukee, October 21st, 2023

Madison Marriott West Hotel - Middleton, Wisconsin

Saturday, October 21st

Welcome and General Information

- Ms. Graicey Van Spankeren, Administration Manager, welcomed the Convention and explained the basic logistics (beverages, emergency exits, restrooms, tech support, rooms for prayer and the Eucharist). She called on The Rev. Jonathan Grieser for words on Land Acknowledgement.

The Rev. Jonathan Grieser reflected;

We honor and acknowledge the Ho-Chunk people, the traditional custodians of this land, and pay our respects to the Ho-Chunk elders, past, present, and future, who call this land on which we gather their home. We also acknowledge our indebtedness to the other native peoples who called and call the territory of the Diocese of Milwaukee home: the Potawatomie, the Menominee, the Kickapoo, and the Sauk. In addition, we greet the Wisconsin Oneida who were forced from their homes in New York to resettle in Wisconsin. The first group of them were also the first Episcopalians to come to what is now our state. We appreciate the wisdom, the culture, and the presence among us today of native peoples as the host people of this land. We lament the injustices done to the original inhabitants and the injustices done to this land and to its native peoples in the subsequent centuries. We seek the courage and wisdom to heal the wounds of the past and build a better future together, in deep solidarity.

First Business Session

The Rev. Jana Troutman-Miller, President of the Convention and Presiding Officer, convened the 176th Annual Convention of the Episcopal Diocese of Milwaukee at 9:15 a.m. on Saturday, October 21, 2023 and opened the session with prayer.

Roll Call & Determination of a Quorum

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

Appointment of President Pro-Tempore

The Rev. Jana Troutman-Miller explained that “under our Constitution and Rules of Order, the President of the Standing Committee, the current Ecclesiastical Authority, is named President of the Convention. The Constitution and Rules of Order also provide for the appointment of a President Pro-Tempore.” The Rev. Jana Troutman-Miller appointed **The Rev. Scott Leannah, Canon to the Ordinary** as President Pro Tempore. The appointment, requiring approval from the Convention, was approved by Unanimous Consent.

The Rev. Jana Troutman-Miller declared the Convention organized for business.

Introductory Business and Appointments

The Rev. Jana Troutman-Miller introduced those on the dais:

The Rev. Scott Leannah – President Pro Tempore, The Rev. Marge Kiss – Executive Secretary, Ms. Caroline Senn – Chief Financial Officer, and Mr. John Washbush – Parliamentarian/Dispatch of Business,

The Rev. Jana Troutman-Miller made the following appointments requiring Convention approval:

Chancellor

Reappointment

Mr. Mark Ehrmann, Esq.

Historiographer

Reappointment

Mr. Randy Miller, Ph.D.

Parliamentarian

Reappointment

Mr. John Washbush

Commission on Ministry

New Appointment

Mr. Randy Kunkel

Reappointments

The Rev. Pippa Lindwright (COM President)

The Rev. Seth Dietrich

The Rev. Nancy Hills

Ms. Ashley Humphrey

Mr. Vince Katter

The Rev. Seth Raymond

Ms. Mary Thickers

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

The Rev. Jana Troutman-Miller introduced the Rev. Canon Martin Olando Wesonga from the Diocese of Machakos in Kenya and encouraged the Convention attendees to seek him out for conversation throughout the day.

GREETING FROM ASSISTING BISHOP MATTHEW GUNTER

Via video, the Right Reverend Matthew Gunter greeted the deputies of the Diocese of Milwaukee, expressing his appreciation for the time he had spent with us, getting to know us. He spoke of the challenge of being “Church” in the 21st Century and how invigorating it is to imagine “what we can be, what we can do.” He noted that all three dioceses were voting today on the resolution to continue the consideration of reunification. He called us all to prayer and to listen and trust the Holy Spirit.

See: the Diocesan website for the video of Bishop Matthew Gunter’s greeting.

Pastoral Address

The Rev. Scott Leannah, President Pro Tempore, introduced the Reverend Jana Troutman-Miller, President of the Standing Committee, the current Ecclesiastical Authority.

Dear friends in Christ,

It is my honor to introduce the Rev. Jana Troutman-Miller, President of the Standing Committee, our ecclesiastical authority at this time in our common life.

Jana is a nationally recognized chaplain, being regularly called upon to conduct trainings, certifications, and to offer innovative ideas about the ministry of chaplaincy. She has been invited as a witness to developing chaplaincy programs in other nations as well.

She is a loving and caring chaplain and Pastor at St. John’s on the Lake here in our own diocese, and the residents, their family members and the staff are all blessed by her ministry and vision.

Jana is also a well-known and respected spiritual director, proving guidance and insight to both her directees and fellow directors who seek her out for guidance.

In our shared diocesan life, Jana has served both as a member of the Standing Committee and its president

during times marked by transition, pandemic and uncertainty. Through it all she has provided leadership that is transparent, wise, thoughtful, and laced with a wicked sense of humor. We are blessed by her leadership.

Sisters and Brothers, please join me in welcoming the Rev. Jana Troutman-Miller for our pastoral address as we begin our convention.

See: Appendix I for The Rev. Jana Troutman-Miller's entire Pastoral Address.

Approval of Minutes from the 175th Annual Diocesan Convention

The Rev. Jana Troutman-Miller asked if there was any objection to waiving the reading of the minutes. Hearing none, she asked if there were any corrections or additions to the minutes of the 175th Annual Diocesan Convention of the Episcopal Diocese of Milwaukee. Hearing nothing further, Rev. Troutman-Miller called for a vote. The minutes were approved as presented.

Determination of the Order of Business – A Parliamentary Moment

The Rev. Jana Troutman-Miller called on Mr. John Washbush, Parliamentarian, to explain:

- a. How Old Business is taken up and
- b. How New Business comes before the Convention

The Rev. Jana Troutman-Miller asked if there were any requests for additional resolutions. Hearing nothing, she declared the Order of Presentation by the Resolution Committee fixed.

The Rev. Jana Troutman-Miller asked the Secretary if there was Old Business to return to the Convention. The Rev. Marge Kiss noted that there was no old business.

Voting system orientation

The Rev. Jana Troutman--Miller called on Ms. Graicey Van Spankeren to lead the voting system orientation.

Nominations

The Rev. Jana Troutman-Miller recognized Mr. John Washbush, Parliamentarian, to explain the nominations procedure and the rules regarding floor nominations.

The Rev. Jana Troutman-Miller called on the Rev. Matthew Buterbaugh, Chair of the Committee on Nominations, to announce the open positions and the nominees:

Executive Council

Two clergy persons for three-year terms and two lay persons for three-year terms

For the Clerical Order:

The Rev. Matthew Buterbaugh (St. Luke's Racine and Executive Director of the Hospitality Center) and the Rev. Bobbi Kraft (Chaplain of St. Francis House, Madison) were nominated for the clerical positions. There being no other nominations, the Rev. Jana Troutman-Miller asked for any objection to declaring the election by Unanimous Consent. Hearing none, Rev. Troutman-Miller declared the Rev. Matthew Buterbaugh and the Rev. Bobbi Kraft elected by Unanimous Consent.

For the Lay Order:

Mr. John Johnson (Grace Church, Madison); Ms. Christine Krueger (St. Paul's, Milwaukee); Ms. Janice Pauc (Holy Cross, Wisconsin Dells) and Mr. John Washbush (Trinity, Wauwatosa) were nominated for the lay positions. Hearing no other nominations, Rev. Troutman-Miller announced that a vote would be taken shortly.

Standing Committee

One clergy person 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 Very Rev. Kevin Carroll (All Saints Cathedral, Milwaukee); the Rev. Miranda Hassett (St. Dunston's, Madison); the Rev. Seth Raymond (St. Paul's, Milwaukee) and the Rev. David Simmons (St. Matthias, Waukesha) were nominated for the clerical position. Hearing no other nominations, Rev. Troutman-Miller announced that a vote would be taken shortly.

For the Lay Order:

Mr. Tom Schlaefer (St. Aidan's, Hartford) was nominated for the lay position. There being no other nominations, the Rev. Jana Troutman-Miller asked for any objection to declaring the election by Unanimous Consent. Hearing none, Rev. Troutman-Miller declared Mr. Tom Schlaefer elected by Unanimous Consent.

Title IV Disciplinary Board

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

The Rev. Nancy Hills (Christ Church, Whitefish Bay) was nominated for the clergy position. There being no other nominations, the Rev. Jana Troutman-Miller asked for any objection to declaring the election by Unanimous Consent. Hearing none, Rev. Troutman-Miller declared The Rev. Nancy Hills elected by Unanimous Consent.

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

The Rev. Lynn Zobel (St. Michael's, Racine) was nominated for the clergy position. There being no other nominations, the Rev. Jana Troutman-Miller asked for any objection to declaring the election by Unanimous Consent. Hearing none, Rev. Troutman-Miller declared The Rev. Lynn Zobel elected by Unanimous Consent.

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

Ms. Geri Kelly (St. Aidan's, Hartford) and Mr. Jerry Kerkman (St. Boniface, Mequon) were nominated for the lay position. There being no other nominations, the Rev. Jana Troutman-Miller asked for any objection to declaring the election by Unanimous Consent. Hearing none, Rev. Troutman-Miller declared Ms. Geri Kelly and Mr. Jerry Kerkman 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

Ms. Laura Johnston (St. Aidan's Hartford); the Rev. Bobbi Kraft (Chaplain to St. Francis Episcopal Student Center); Mr. Craig Horn (St. Francis, Menomonee Falls) and Mr. Peter Larson (St. Paul's, Milwaukee) were nominated for the position. Hearing no other nominations, the Rev. Jana Troutman-Miller announced that a vote would be taken shortly.

Diocesan Treasurer

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

Mr. Scott Eakins (St. Thomas of Canterbury, Greendale) and Ms. D'Arcy Becker (St. Andrew's, Madison) were nominated for diocesan treasurer. Hearing no other nominations, the Rev. Jana Troutman-Miller announced that a vote would be taken shortly.

Provincial Synod Deputies

One clergy person and one lay person to attend the Provincial Synod 2024

For the Clerical Order:

The Rev. Matthew Buterbaugh (St. Luke's, Racine and Executive Director of the Hospitality Center, Racine) was nominated to attend the Provincial Synod. There being no other nominations, the Rev. Jana Troutman-Miller asked for any objection to declaring the election by Unanimous Consent. Hearing none, Rev. Troutman-Miller declared the Rev. Matthew Buterbaugh elected by Unanimous Consent.

For the Lay Order:

Mr. John Washbush (Trinity, Wauwatosa) was nominated to attend the Provincial Synod. There being no other nominations, the Rev. Jana Troutman-Miller asked for any objection to declaring the election by Unanimous Consent. Hearing none, Rev. Troutman-Miller declared Mr. John Washbush elected by Unanimous Consent.

General Convention Alternate Deputies (2024 Convention)

Four clergy persons and four lay persons to serve at the 2024 General Convention

For the Clerical Order:

The Rev. Bobbi Kraft (Chaplain to St. Francis Episcopal Student Center); the Rev. Esther Kramer (St. Aidan’s, Hartford); the Rev. David Simmons (St. Matthias, Waukesha); the Very Rev. Lars Skoglund (St. Michael’s Racine) and the Rev Mike Tess (St. Mark’s, Beaver Dam) were nominated. Hearing no other nominations, Rev. Troutman-Miller announced that a vote would be taken shortly for election and for raking them highest to lowest.

For the Lay Order:

Ms. Janet Finn (Holy Trinity, Prairie du Chien); Ms. Sharon Johnson (St. John’s, Burlington); Ms. Metz (St. Boniface, Mequon) and Ms. Jill Underly (Trinity, Mineral Point) were nominated. There being no other nominations, the Rev. Jana Troutman-Miller asked for any objection to declaring the election by Unanimous Consent. Hearing none, Rev. Jana Troutman-Miller declared Ms. Janet Finn, Ms. Sharon Johnson, Ms. Mary Metz and Mr. Jill Underly elected by Unanimous Consent. A second ballot is necessary to rank them from highest to lowest vote.

The Conduct of the First Ballot was led by Mr. John Washbush, Parliamentarian, and facilitated by Ms. Graicey Van Spankeren, Ms. Sara Bitner and others who felt comfortable with the process.

Result of First Ballot

Executive Council

Lay Order

Ms. Janice Pauc

Second Ballot needed

Standing Committee – Clerical Order

Second Ballot needed

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

Mr. Peter Larson

Second Ballot needed

Diocesan Treasurer

Ms. D’Arcy Becker

General Convention Deputies (2024 Convention)

Clerical Order (Elected and Ranked in order, highest to lowest)

The Rev. Esther Kramer

The Rev. Mike Tess

The Rev. David Simmons

The Rev. Bobbi Kraft

Lay Order (Ranked in order, highest to lowest)

Ms. Jill Underly

Ms. Janet Finn
Ms. Sharon Johnson
Ms. Mary Metz

Conclusion of the First Business Session

The Rev. Jana Troutman-Miller announced that the first business session of the Diocesan Annual Convention would end with the Necrology.

Necrology

As was done in previous years, Ms. Sara Bitner used photos and music to remind us of those who died in 2023.
May they rest in peace and rise in glory.

Break @ 15 minutes

Eucharist

Celebrant: Rev. Jana Troutman-Miller, President of the Standing Committee/St. John's on the Lake, Milwaukee
Preacher: Rev. Scott Leannah, Canon to the Ordinary
Deacons: Rev. Lynn Zobel and Rev. Rebecca Terhune
Acolytes: Kay Boesen and Nellie Laughlin
Musicians: Rev. Don Fleischman – piano; Rev. Seth Raymond – cello; Rev. David Simmons – percussion; Rev. John Francis Maher – guitar and vocals; Ms. Lygia Topolovec – violin and Ms. Isabelle Marceau – cantor
Collection Plate -- the Haiti Partnership. The amount collected was \$1105.00.

In his sermon, Rev. Scott Leannah reflected on **TRUST**, taking the Leap of Faith.

Lunch

Second Business Session

Reports

The Rev. Jana Troutman-Miller called on **The Rev. Terry Garner, Deacon** for his report on the Safe Church Policy.

The Rev. Terry Garner reported on the updated policies for preventing sexual misconduct in the Diocese of Milwaukee. He noted the move from “Safeguarding” to “Safe Church.” He presented encouraging words from the Most Reverend Michael Curry. He stated that updated Diocese of Milwaukee policies were available using “not so familiar” terms – theological, adoption, implementation and audit. He challenged the Convention – “What can you do?”

His answer: Pray. Review the updated Policies. Take training. Update and supplement the parish policies. He concluded: **Everybody is to be accountable and responsible.**

The Rev. Jana Troutman-Miller called on **The Rev. Scott Leannah**, Canon for Ministries, for his report. Canon Scott Leannah spoke of his various areas of responsibility:

--Campus Ministry: Marquette University and UW-Madison, UW Milwaukee, UW Whitewater and, the UW Platteville are all being served.

--Diocesan Resource Team: It offers guidance and direction to the parishes and ministries in the diocese, having the view “from the balcony.”

--Parish Support Team: It focuses more “in the weeds”, on the local level.

--New Beginnings: Along with the Rev. Gary Manning, he offers support and direction to those clergy new to the diocese or newly assigned.

He also noted that:

--He offers pastoral support and/or mentoring to fellow clergy and lay leaders in the diocese.

--He visits parishes on Sunday morning to celebrate Eucharist and preach.

--He is involved with the trialogue process, offering counsel to the Assisting Bishop.

--And he engages in ‘other duties as assigned and needed.’

The Conduct of the Second Ballot was led by Mr. John Washbush, Parliamentarian, and facilitated by Ms. Graicey Van Spankeren, Ms. Sara Bitner and others who felt comfortable in the process.

Result of Second Ballot

Executive Council

Lay Order:

Ms. Christine Krueger

Standing Committee

Clerical Order:

The Rev. Miranda Hassett

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

Ms. Laura Johnston

Report of the Resolutions Committee

The Rev. Jana Troutman-Miller called on **Mr. John Washbush**, to present the report of the **Resolutions Committee**.

Mr. Washbush 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.

He further reported that the Committee on Resolutions had three resolutions for consideration:

Resolution I – Migration with Dignity Resolution

Resolution II – 2024 Clergy Minimum Compensation Resolution

Resolution III – Trialogue Reunification Resolution

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

The Rev. Jana Troutman-Miller stated that the resolutions before the Convention would now be considered, and recognized **Mr. John Washbush**, Parliamentarian, for the purpose of clarifying the conduct of business and debate.

Mr. John Washbush noted that it was 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 to the Convention either later in the day or at next year’s Convention. He explained the overall procedure for completing those tasks.

Consideration of Resolutions

Resolution I. Migration with Dignity Resolution

Resolved, That the 176th Convention of The Episcopal Church, Diocese of Milwaukee, as people of faith, recognize and honor the divine spark that animates all human beings. Therefore, we advocate for Migration with Dignity, a set of immigration policies that assure equal and respectful treatment of all people.¹ This advocacy follows directly from the teachings of Jesus, while aligning with the world's other great religions and principled humanism; and be it further

Resolved, that, acknowledging that grave and serious mistreatment of ethnic minorities, migrants and refugees is currently on the rise in the midst of record migration across international borders, the Episcopal Diocese of Milwaukee, consistent with resolutions of the General Conventions of The Episcopal Church, declare itself to be in support of Migration with Dignity for all migrants, including refugees, asylum seekers, displaced persons, and those who cross borders in search of opportunity.

Human rights included within the Migration with Dignity framework are:

A universal right of movement consistent with the United Nations Universal Declaration of Human Rights (UDHR), including freedom to leave and return to one's country of origin and freedom of movement within one's country of origin or country of settlement (UDHR, Article 13).

The right to be secure from sexual violence including rape and sexual exploitation, human trafficking, slavery, forced labor and arbitrary and abusive detention.

The right of equality, to include: 1) equal treatment with no discrimination under the law based on color, gender, language, religion, political affiliation, national origin; and 2) equal opportunity for upward mobility.

Rights to a basic quality of life, including employment rights, housing rights and food rights.

The right to access services such as health care, education and legal representation.

Civil and political rights guaranteeing the right to identity, to use of one's language, and to freedom of speech and religion; and further

Resolved, that the Episcopal Diocese of Milwaukee call upon all Episcopalians to advocate that local, state, national and international governing bodies promote Migration with Dignity by enforcing existing laws and policies on behalf of refugees, migrants, asylum seekers and displaced persons and by enacting new laws and policies guaranteeing their welcome, protection and integration into our common human journey.

The Rev. Jana Troutman-Miller stated that **Resolution I – Migration with Dignity Resolution**, had been placed before the Convention and that because a Committee had brought the resolution, it is considered moved and seconded. Rev. Troutman-Miller asked if there was any discussion on the resolution.

The Rev. Matthew Buterbaugh (St. Luke's, Racine) rose to clarify the intent of the resolution. He noted that the resolution was prepared in conjunction with Province V and is designed to be sent to the General Convention, calling attention to and insuring dignity to those in migration.

Mr. Roger Mukasa (Grace, Madison) rose in support of the resolution, especially emphasizing the need to have a **safe place to live** so that migration is not necessary.

Mr. John Donahue (St. Peter's, Fort Atkinson) rose in support of the resolution and emphasized support document #3.

The Rev. Steve Capitelli (St. Francis, Menomonee Falls) rose in support of the resolution, reminding the Convention that Christ, our Lord and Savior, was a migrant and refugee.

Mr. Gus Gustafson (St. Francis, Menomonee Falls) rose in hearty support of the resolution because of his own past experience.

Hearing nothing further, Rev. Troutman-Miller called for a voice vote on the resolution. The resolution passed as presented.

A member of the Convention called for an electronic vote. Because there were two other deputies supporting the request, an electronic vote was taken. The resolution received 87% approval and was passed as presented.

Resolution II. 2024 CLERGY MINIMUM COMPENSATION Resolution

BE IT RESOLVED that the clergy compensation levels for 2024 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 **5%** whichever is greater.

YEARS EXPERIENCE	MINIMUM TOTAL CASH COMPENSATION*
0 – 2 YEARS	\$ 64,710
3 – 7 YEARS	\$ 70,474
8 – 12 YEARS	\$ 79,974
13 – 18 YEARS	\$ 89,685

* The Total Cash Compensation (TCC) package is defined as the sum of salary (stipend), housing and utilities allowance, and a 50% self-employment tax (SECA) offset being 7.65% of the assessable income for the purposes of SECA. It is expected that 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.

The Rev. Jana Troutman-Miller stated that **Resolution II – 2024 Clergy Minimum Compensation Resolution**, had been placed before the Convention and that because a Committee had brought the resolution, it is considered moved and seconded. Rev. Troutman-Miller asked if there was any discussion on the resolution. Hearing nothing, Rev. Troutman-Miller called for an electronic vote on the resolution. The resolution received 94% approval and was passed as presented.

2024 Diocesan Budget – A Parliamentary Moment/Budget Proposal

The Rev. Jana Troutman-Miller recognized Mr. John Washbush, Parliamentarian, for the purpose of clarifying the conduct of business pertaining to the budget.

The Rev. Jana Troutman-Miller recognized Ms. Caroline Senn, Chief Financial Officer, for the budget and assessment report.

Ms. Senn spoke briefly on the sources of revenue and the expense breakdown of the 2024 budget. She introduced the Finance Committee members who were significant in preparing the budget: Ms. D’arcy Becker; Ms. Kathleen Kelm; Ms. Valerie McAuliffe; Mr. Jason Shimko; Mr. Peter Larson and Mr. Seth Flanders.

The Rev. Jana Troutman-Miller asked if there were any questions, again noting that this was the time for questions seeking information or clarification not for debate.

The Rev. Lars Skoglund (St. Michael's, Racine) rose to question the specifics of Parish Programs – what is included. Ms. Senn explained the process.

Hearing nothing further, the Rev. Jana Troutman-Miller opened up debate on the proposed 2024 budget. Having no request for debate, Rev. Jana Troutman-Miller called for an electronic vote to adopt the 2024 budget. The budget received 94% approval and was adopted as presented.

Break @ 15 Minutes

Consideration of the Triologue Reunification Resolution

The Rev. Jana Troutman-Miller, President of the Standing Committee, current Ecclesiastical Authority, reported on the Trialogue Unification and on the Trialogue Unification Resolution.

She noted that the last 2 years were spent in the discerning of the mission of the Episcopal Church in Wisconsin. She stated that after the Reunification Resolution was proposed and accepted by the Executive Council, there were 19 Town Houses with @400 individuals from around the state, in attendance; a variety of clergy gatherings were held and MANY one-on-one meetings occurred.

She concluded that, today, all three dioceses were reflecting and debating on the Reunification Resolution, trusting in the influence of the Holy Spirit.

The Rev. Jana Troutman-Miller then called on Mr. John Washbush, Chair of the Committee on Dispatch of Business, to present the Special Rules of Order for the voting on the Trialogue Unification Resolution.

Mr. John Washbush noted that it was the job of the Convention to debate the merits of the resolution. He explained that a specific procedure for completing the task was needed, since today, all three dioceses were debating and voting on the same resolution.

Mr. John Washbush reported:

On behalf of the Trialogue Steering Committee and the Parliamentarians and Dispatches of Business of the Diocese of Eau Claire, the Diocese of Fond du Lac, and the Diocese of Milwaukee, the Committee on the Dispatch of Business moves to Suspend the Rules so that Resolution III, Trialogue Reunification, be considered in the following fashion:

First, that Resolution III - Reunification be considered as presented, as a whole, and without amendment.

Second, that motions to refer, to postpone or to table the consideration of the resolution by this body at this convention be considered out of order.

Third, these measures will pertain to the consideration of the Trialogue Reunification Resolution only.

The Rev. Jana Troutman-Miller stated that a motion to suspend the Rules of Order and consider the resolution in the fashion presented in the motion, had been placed before the Convention and that because a Committee had brought the motion, it is considered moved and seconded. She noted that, to be approved, there must be 2/3 approval. The vote was taken electronically. The motion received 94% approval and was passed.

Resolution III. Trialogue Unification Resolution

Be it resolved, that the 176th Annual Convention of the Episcopal Diocese of Milwaukee affirms the process of ongoing discernment with the Dioceses of Eau Claire and Fond du Lac concerning the proposed reunification of the Dioceses of Eau Claire, Fond du Lac, and Milwaukee into the Diocese of Wisconsin; and be it further

Resolved, that the Trialogue Steering Committee continue to produce reports and seek feedback on all matters as may be necessary and proper concerning the proposed reunification of the Dioceses of Eau Claire, Fond du Lac, and Milwaukee, and be it further

Resolved, that the Trialogue Steering Committee, in recognition of its continued discernment and the feedback received on the proposed reunification, present a “joint agreement of union” based on its previous proposal (and in accordance with Canon I.10.6) to governance bodies of the Dioceses of Eau Claire, Fond du Lac, and Milwaukee no later than mid-February, 2024; and be it further

Resolved, that the Trialogue Steering Committee’s proposed “joint agreement of union” shall set forth the assessment structure of the new Diocese, population of governance bodies of the new Diocese, in addition to all agreements concerning reunifications as addressed in Canon I.10.6, and such other matters as may be necessary or proper; and be it further

Resolved, that the Trialogue Steering Committee’s proposed “joint agreement of union” be presented to the people of the Dioceses of Eau Claire, Fond du Lac, and Milwaukee for consideration no later than mid-March, 2024; and be it further

Resolved, that the governance bodies of the Dioceses of Eau Claire, Fond du Lac, and Milwaukee do call for a Special Joint Convention in Eastertide of 2024 to present the “joint agreement of union” to the deputies of all three dioceses; and be it further

Resolved, that the Trialogue Steering Committee provide the deputies of the Special Joint Convention in Eastertide of 2024 with copies of the “joint agreement of union” and all such supplemental reports and materials as are necessary for said “agreement” to be read, marked, learned, and inwardly digested; and be it further

Resolved, that the Special Joint Convention in Eastertide of 2024 be charged with calling a vote for the Dioceses of Eau Claire, Fond du Lac, and Milwaukee to reunify as the Diocese of Wisconsin.

The Rev. Jana Troutman-Miller stated that **Resolution III– Trialogue Reunification Resolution**, had been placed before the Convention and that because a Committee had brought the resolution, it is considered moved and seconded. Rev. Troutman-Miller asked if there was any discussion on the resolution.

The Rev. David Simmons (St. Matthias, Waukesha) rose to support the resolution noting that, as an Ecumenical Officer, he has seen the call to unite in other denominations – ELCA, United Methodist. He said: “We are not alone.”

Mr. John Johnson (Grace, Madison) rose to support the resolution referring to the key words floating through this Convention – new era, collaboration, opportunity, faith, trust, a leap, unity, a state-wide mission. “Go, Packers.”

The Rev. Steve Capitelli (St. Francis, Menomonee Falls) rose to support the resolution noting the need to do it now, reminding us of the quote from Revelation 21-5: *The one who sat on the throne said, “Behold, I make all things new.” Then he said, “Write these words down, for they are trustworthy and true.”* He concluded that there is a desperate need for the “new” to which we are called.

Mr. Greg Bell (Christ Church, Whitefish Bay) rose to support the resolution. Because he was not a deputy, he was not given voice.

Mr. Fred Ellis (St. Mark’s, Beaver Dam) rose in support of the resolution telling of his time in Eau Claire when it was vibrant and the need now to reignite it.

Ms. Beverly Wille (St. Peter's, Fort Atkinson) rose in support of the resolution saying that, for her, it was a personal matter, reflecting that "older people like the way things are," that part of our growth and learning experience is to embrace the new and fresh and young.

The Rev. Matthew Buterbaugh (St. Luke's, Racine) rose to remind us again that "we are not alone," that Michigan, Indianapolis and Northern Indiana, to name a few dioceses, are considering *change*. His "wonderment" – what if we became a MODEL to all those entering into the process.

Hearing nothing further, Rev. Troutman-Miller called for a moment of prayer before the vote. An electronic vote was taken on the resolution. The resolution received 92% approval and was passed as presented.

The Rev. Jana Troutman-Miller then announced that the Conventions of both dioceses – Fond du Lac and Eau Claire approved the resolution.

Report of the Committee on Privilege & Courtesy

The Rev. Jana Troutman-Miller called on The Rev. Meredith Harmon to present this year's Resolutions of Privilege & Courtesy.

The 176th Annual Convention of the Episcopal Diocese of Milwaukee Resolutions of Courtesy and Privilege

BE IT RESOLVED that this 176th annual Convention sends its blessings and good wishes to the Planning Committee for this Convention and for volunteers who helped make the convention a success.

BE IT FURTHER RESOLVED that this gathering express its heartfelt thanks and gratitude in acknowledgment of the diligent work of the Bishop's staff at Nicholson House in all of its work and in the preparation for and the conduct of this event, including the volunteers who assisted in the preparation of all the Convention materials, especially to Graicey Van Spankeren and the Rev. Marge Kiss, indefatigable recording secretary of this body, without whose efforts our work today might be unknown to the generations ahead.

BE IT FURTHER RESOLVED that thanks be given to the Chair of the Nominations Committee, the Rev. Matthew Buterbaugh; Treasurer, Mike Weber; the Parliamentarian, Dispatch of Business, and Chair of the Resolutions Committee, John Washbush; for their assistance and leadership in many ways, visible and invisible.

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 its greetings and offer the prayers of its members to the clergy and people of the Diocese of Machakos in Kenya, their bishop, the Rt. Rev. Joseph Kioko Mutungi and his wife Mama Bishop Elizabeth Kioko, and to the Rev. Canon Martin Olando Wesonda and his wife Senorina.

BE IT FURTHER RESOLVED that this Convention extend its greetings and offer the prayers of its members to the clergy and people of St. Marc's, Jeannette, Haiti, as we live into a new way of ministry and partnership.

BE IT FURTHER RESOLVED that thanks be given to Mark Charles, Native American activist, public speaker, and author of *Unsettling Truths*, for sharing his prophetic wisdom on healing and conciliation with our diocese in Madison, Milwaukee, and Pewaukee in January of this year.

BE IT FURTHER RESOLVED that this Convention extends its greetings to our ecumenical partners: in the Evangelical Lutheran Church in America, to Rev. Paul D. Erickson, Bishop of the Greater Milwaukee Synod, to Rev. Joy Mortesen-Wiebe, Bishop of the South Central Wisconsin Synod, and to Rev. Felix Malpica, Bishop of the La Crosse Area Synod, and to the people and clergy of their parishes; in the Moravian Church, to Rev. Bruce Nelson, President of the Western District Synod, and to the people and clergy of its parishes; to all the other member Churches of the Wisconsin Council of Churches, Rev. Kerri Parker Executive Director and to the people and clergy of all of their parishes; and, to all other Churches, including the Roman Catholic Church, to the Most Rev. Jerome Listecky, Archbishop of the Milwaukee Archdiocese, and to the Most Rev. Donald J. Hying, Bishop of the Madison Diocese; and to the people and clergy of all of these Church's parishes; that we might continue to seek unity among all Christians, and to serve the world together in the name of Christ.

BE IT FURTHER RESOLVED that this Convention send its greeting and prayers to the people and clergy of the Diocese of Fond du Lac, and to their bishop, the Right Reverend Matthew Alan Gunter and his wife, Leslie.

BE IT FURTHER RESOLVED that this Convention send its greeting and prayers to the people and clergy of the Diocese of Eau Claire, and to their provisional bishop, the Right Reverend Matthew Alan Gunter and his wife, Leslie.

BE IT FURTHER RESOLVED that this Convention expresses its gratitude for the leadership, dedication and pastoral guidance of our retired Provisional bishop, the Right Reverend Jeffrey Dean Lee and his wife, Lisa.

BE IT FURTHER RESOLVED that this Convention expresses its gratitude for the leadership, dedication and pastoral guidance of our retired bishop, the Right Reverend Steven Miller and his wife, Cindy.

AND FINALLY, BE IT LIKEWISE RESOLVED that this 176th Convention of the Diocese of Milwaukee that this Convention send its greetings and prayers to Prudence "Pru" White, widow of the Right Reverend Roger J. White, tenth bishop of the Diocese of Milwaukee.

The Rev. Jana Troutman-Miller stated that the **Resolutions of Privilege and Courtesy** had been placed before the Convention and that because a Committee had brought the resolutions, they are considered moved and seconded. The Rev. Jana Troutman-Miller asked if there was any discussion on the resolutions. Hearing nothing, Rev. Troutman-Miller called for a vote. The Resolutions were approved.

Conclusion of the Second Business Session/Blessing and Dismissal

The Rev. Jana Troutman-Miller offered a final prayer and her blessing.

The Rev. Deacon Marge Kiss gave the dismissal.

The meeting adjourned at 3:20.

Respectfully Submitted,
Rev. Margaret (Marge) M. Kiss
Executive Secretary/Recorder of Minutes

Appendix I

Diocesan Convention -- **Pastoral Address** -- The Rev. Jana Troutman-Miller October 21, 2023

What a privilege to be standing before you today to chair our 176th diocesan convention and to deliver the pastoral address. And with only 10 days left until my term is finished on the Standing Committee, I did have to promise several people that I would behave myself.

All of this was certainly not what I had anticipated I would be doing on this day when I ran for Standing Committee four years ago and quite frankly I had not really let it sink in until a couple of months ago. So to say I have been a bit anxious and uncertain these last few weeks especially, is an understatement, but I have also been really excited for the opportunity and really looking forward to seeing what the day will bring.

So I eventually just leaned into all of these feelings because I would say they are pretty congruent with the state of our diocese right now and so I knew I would be in good company. Anxious and uncertain, while excited and looking forward.

These past couple of years we have experienced some real blessings of renewal and energy throughout our diocese as we look toward the future, honor and learn from our past, all the while living in the moment and tending to the needs of our Church and communities right now.

We have put together a fantastic diocesan staff who have clarified our diocesan financial situation and have streamlined a host of routine financial processes, put into place many means of communication for us to share our stories, concerns and successes with one another, created an organizational structure that strives to be reliable and responsive in a way that benefits all of us, and that is always on the move to meet the pastoral needs of our clergy and help assess and offer whatever assistance parishes may need to thrive.

Our Commission on Ministry has seen more people come through on a path towards ordained ministry than I have witnessed in my 14 years in the diocese.

Our Executive Council continues to meld into a cohesive group of lay and clergy who are eager to serve our diocese and make the most of their gifts and energy to lead.

Our Standing Committee has become a reliable source of support and discernment and has risen to the occasion of being the confident and competent ecclesiastical authority that our diocese needs at this time.

And our lay and clergy leaders throughout the diocese have continued to enrich our common life together through their commitment to creation care, our partnership with Haiti, summer camp, youth ministry, campus and young adult ministries, safe church trainings, financial aid to parishes, sharing our stories through the oral history project, the dialogue discussions, ecumenical and interfaith partnerships, EFM, Daughters of the King, Common Ground, the Gathering, and Hospitality Center, land acknowledgements, ministry resource teams, and then all of the many, many good things that the Holy Spirit is doing in each parish and in each of your individual lives.

All of this and so much more is how the good news of Jesus Christ is being lived out by the Episcopal Diocese of Milwaukee right now.

It is amazing and wonderful, and we have much to be proud of and celebrate,and we are still being called to something more.

The world around us continues to change and with it the needs it has that we must respond to.

Even with all these amazing things we have going on in our lives in this diocese, we continue as a whole to lose membership.

And though this fact gets communicated to us in graphs and reports and decreasing numbers, behind every one of those numbers is an individual whose needs were perhaps not being met by us, or members who are unable to be with us because of illness or disability, or they are among the what seems like too many who have died.

And when we fail to see any significant increase, behind those numbers are individuals with whom we have not connected in a way that leaves them seeking more of the love and good news that we have to offer.

And of course one of the things we are facing today is even figuring out what those needs are, because they have changed drastically and sometimes those changes are happening much faster than we can keep up with.

But before we can assess and meet those needs, we must figure out somethings about ourselves, because we will never be what the world needs by being something we are not.

And so our task as always for ourselves as individuals and as a Church is to continue to discover and live into who God has created us to be right here and right now and do the work to be who God is calling us to become.

And to do that we have got to do things differently than we have always done. And I am not talking about what programs to implement or initiatives to try, I am speaking about what is at our core of how we live and work with and love. How we think about the world and the Church and how we go about doing this work together.

This is not an unprecedented concept. Followers of Christ have been called to change since the beginning. Each of them that we read about in the New Testament were the most unlikely of people we might think capable of change. They were fishermen, tax collectors, women who society had disregarded, persecutors of the Church.

But when they answered the call of Christ to follow him, they became something new, something unexpected, they became the people God had created them to be all along. They weren't able to make these changes on their own, they did it because of the very one who called them.

At the time of his ascension, Jesus gave his followers this commandment:

“Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you.”

And then Luke tells us, “Lifting up his hands, he blessed them. While he was blessing them, he withdrew from them and was carried up into heaven. And they worshiped him, and returned to Jerusalem with great joy; and they were continually in the temple blessing God.”

When I read this account and the response of his followers, I cannot help but be astounded at what a difference 40 days in the presence of the risen Christ made in the lives of those men and women.

Remember how they responded after Jesus had been crucified? When even though he had told them then that he would return in 3 days, they just could not seem to wrap their heads or their hearts around that. And now here he is once again leaving them but unlike before his crucifixion, he has not given them a time frame for when he is coming back.

In fact there is even more uncertainty than ever before of if or when they will see him again. But unlike their reactions at the time of Jesus’ death and before they witnessed his resurrection, the gospel writers don’t include any stories of Peter’s denial, or Mary weeping, or of Thomas doubting, no one has gone into hiding, no one appears to be held captive by their fear or uncertainty.

It would seem that after the resurrection and those 40 final days that Jesus spent on earth, something happened to them, something transformed them in a way that allowed them to finally get it. And so it would seem that after finally realizing who Jesus was – their savior, the son of God, the Messiah – they also finally realized who they were as well. With that simple realization, they went out and changed the world.

And this is what has been required of the Church ever since. To be changed by the risen Christ and become something new when called upon to do so.

All evidence seems to be pointing at the fact that that is what is happening right now.

WE are being called to something new, and we must do it soon. The world is not waiting around for us to figure things out. It will continue to try to get its needs met someplace else and we will always be trying to catch up.

But if we really believe we have something to offer them, the good news of the gospel, a place in a beloved community, an offering of meaning and beauty in our liturgy and worship and theology, then we must be willing to take some risks in discovering who we are.

I just recently stumbled on a concept that for me hits the mark on what it is that I know I need in order to make the changes that God is calling me to make, and I wonder if this is also what we as a Church are in need of as well.

In his book *Dancing In the Darkness, Spiritual Lessons for Thriving in Turbulent Times*, the Rev. Dr. Otis Moss, III writes about the idea of Spiritual Audacity.

“Spiritual audacity” he says, “refers to drawing on inner resources such as courage, faith, self-love, prayer, meditation, or compassion in the belief that we are designed with purpose and agency to shift small elements in our control that may result in larger changes.”

Do we have the ability and willingness to take bold risks in our own spiritual lives, that on the surface may seem like small, insignificant changes, but that in reality could have a huge impact on our Church and the world?

Now being on the Standing Committee in these last four intense and at times, turbulent years, I have had a vantage point to see us begin to dip our toes into doing a few things differently here and there, and these have not always been easy things for us to change and move and grow in, but we have indeed been testing the waters.

But I can't help but imagine and dream of what we would be capable of as a Church if we had the spiritual audacity to go head first into the unknown of what we are being called to.

What if we collectively had the audacity to practice openness?

Openness to the direction of the Holy Spirit, openness to radical hospitality to the people who do not look like us or sound like us or who worship like us, openness to speak your truth in love, to confront what perhaps before has always seemed un-confrontable but you know if that truth is going to be spoken, you might need to be the first person who is open to speaking it.

Imagine what we could become with this one small act of openness.

What if we had the audacity to practice trust? Trust that God will be with us in what he is calling us to. Trust that we have the ability to meet the needs of the world. Trust that the Church that we love may be changing but that does not mean you will be left behind. Trust in each other.

I have yet to meet anyone in this diocese who is not trust worthy, but I still have a hard time trusting. So I must take a risk to look at myself and MY ability to trust.

Imagine what could be accomplished with this one small movement to trust.

What if we had the audacity to practice courage? Courage to try something new. Courage to experiment with how we do church. Courage to invite the next generation of leaders to start participating in this generation's decision making. The courage to risk things not being how they have always been or safe or comfortable for a while for the sake of the gospel.

Imagine where this one small step of courage could take us.

These may seem like small insignificant things, but if we approach them with spiritual audacity, with a willingness to take bold risks, do we have the eyes to see that these small changes in us could have a radical impact on our Churches and our communities that we serve.

Now the elephant in the room of course is our final resolution on our agenda today. The resolution to continue to pursue reunification with the dioceses of Fond du Lac and Eau Claire. And to be sure, to vote yes for this resolution takes the audacity to be open and to trust and have courage.

But so does a no vote. Whether we choose to continue on towards reunification or not, we are still facing the unknown, we are still left with the need to change, there is still a lot at stake and bold risks will need to be taken.

The time for our Church's transformation is now and I would say the greatest risk is to do nothing and just keep things the same because that is what we are comfortable with, but at what cost.

Now I have used this illustration before in the sermon I preached back in 2020 for one of our Diocesan Common Worship service on Zoom, so bonus points to those who remember it, but I think it speaks to what we are facing now as well as what we were facing in those early days of the pandemic.

I have been blessed to have visited the cathedral of our lady of Chartres in France twice in my life. Once 17 years ago and the last time was just 5 years ago. It is such an amazing space that was built in the early 13th century. It is one of the most pristine and intact examples of gothic architecture that the world has, with much of the stained glass still original from when it was first built and the sacred labyrinth on floor of the nave that is still receiving pilgrims who come to walk its path to this day.

My own pilgrimage to Chartres was so special to me the first time I went there, that I could not pass up the chance to go back and experience it again.

And so on the day of my second visit, even though 12 years had passed, my memory of the place was still so fresh that when I approached the doors, I felt as though no time had passed at all. As many sacred spaces can feel when they have had such an impact on you, it felt recognizable and comfortable. It felt like home.

But then I stepped inside and I was immediately taken by surprise. It actually was not at all what I had remembered. I thought for a moment that I was losing my mind because it looked and felt so different. 12 years before, the interior was exactly what one thinks of when we imagine a gothic cathedral. It was dark and foreboding, ancient and mysterious.

And now it was gleaming white, joyful and uplifting, it looked vibrant and new. It was very confusing.

How could this possibly be the same place I remembered? What had happened to this place that I loved and thought I knew?

As I walked around I saw some signs placed throughout that were in French which I couldn't read, but I soon realized that since I had been there the last time, the entire interior had gone through a complete restoration.

This wasn't just a new coat of paint and new windows. This was 800 years of wax, oil, smoke, and dust that had been painstakingly chiseled away to reveal the glorious white walls and gleaming stained glass that had been there all along, waiting to be revealed once more.

The transformation was unbelievable and it was breathtaking.

But of course as is the case with most things, the restoration was not without controversy. There continues to be a debate about whether or not we should restore these ancient buildings, because even

though they may have once been white or brightly painted in some cases, this is not what our current culture has come to expect when we think of the gothic period.

People travel far distances to experience these dark and mysterious places, and when they encounter brightness and light many are disappointed. This is not what they are used to or what they were expecting. And I have to admit, that I too found myself a little disappointed when I first saw this transformation. I was expecting to come and find the beauty of what once was, of what I remembered, of what I had come to believe was the right way this very special place to me should look or feel. And this was not it at all.

But later I read an article about the controversy where the words from one art historian really stuck with me. He said, "These places were not intended to be monuments to the melancholy." Rather, they were always intended to be bright and uplifting places that were built to remind those who came there that they were in the presence of God, a reflection of the heavenly Kingdom.

And as I let those words sink in, I began to experience the impact of the restoration of this sacred space in a different way.

I might still miss what it had been the first time I was there, but now I could appreciate and find meaning in what it was at this moment, what it had been created to be all along.

And so in restoring this holy place to what it was originally intended, it was actually transformed into something new. Something that can be what the world today needs it to be now and that will actually allow it to remain structurally sound for the next 800 years.

Restoration and transformation are not always easy or welcome things in our lives, but sometimes the invitation for such a change is beyond our control and we must simply choose how we are to respond.

So how shall we? How shall WE respond to this invitation to transformation? Because we are in this together. We are individual members of a body much bigger than each of us. And our membership goes beyond us in this room.

It includes those we are here representing from our parishes, it includes the 176 years of history that this diocese has lived together, and it includes the people who are yet to come, those in the future, and those who are waiting outside the walls of our parishes even now.

With each vote that is cast today, for each election, each appointment, each line of the budget, each resolution, we are responding to an invitation to change.

So how bold are we willing to be?

How much spiritual audacity are we capable of to respond boldly with courage, to risk trust, to open ourselves to the unknown in a way that will restore and transform us into who God is calling us to be, who the world needs us to be.

If we are willing, I believe we are more than capable. I believe that what lies ahead for us is filled with great and wonderful things if we are willing to boldly take the risks that are needed and that we are being called to for the sake of the gospel.

To be what we were always intended to be bright and uplifting places and people who have been created to audaciously remind the world that they are in the presence of a risen God, and to be reflections of the heavenly Kingdom.

I would like to leave you with this blessing that is from an adaptation for our purposes of a Franciscan Benediction that I hope will lead us all throughout the rest of this day together and beyond.

May God bless you with discomfort at easy answers, half-truths, and superficial relationships so that you may live deep within your heart.

May God bless you with anger at injustice, oppression, and exploitation of people, So that you may work for justice, freedom and peace.

May God bless you with tears to shed for those who suffer pain, rejection, hunger and war, so that you may reach out your hand to comfort them and
To turn their pain into joy.

May God bless you with the audacity to believe that you can make difference in the world, so that you can do what others claim cannot be done to bring justice and love to all God's children, and all to the glory of Jesus Christ our redeemer. Amen.