

2022 Minutes

DRAFT

175th Annual Diocesan Convention

**of the Episcopal Diocese of Milwaukee, October 7th and 8th, 2022
Westin Hotel and the Italian Community Center, Milwaukee, WI**

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Friday, October 7th First Business Session

The Rt. Rev. Jeffrey Lee, President of the Convention and Presiding Officer, convened the 175th Annual Convention of the Episcopal Diocese of Milwaukee at 5:30 p.m. on Friday, October 7, 2022.

Bishop Lee welcomed the Convention and called on the Rev. Jana Troutman-Miller for the opening prayer.

The Rev. Jana Troutman-Miller opened the session with several prayers from the Book of Common Prayer.

Roll Call & Determination of a Quorum

Bishop Lee inquired of the Rev. Marge Kiss, Executive Secretary and recorder of the minutes, 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.

Voting system orientation

Bishop Lee called on Mr. Scott Casey, from VPOLL, to lead the voting system orientation, with assistance from the office staff.

Appointment of President Pro-Tempore

Bishop Lee explained that “under our Constitution and Rules of Order, the Bishop is named President of the Convention. The Constitution and the Rules of Order also provide for the appointment of a President Pro-Tempore with approval of the Convention.” Bishop Lee therefore appointed, as is the custom, the President of the Standing Committee, the Rev. Jana Troutman-Miller, St. John’s on the Lake, Milwaukee, as President Pro Tempore. The appointment, requiring approval from the Convention, was approved by Unanimous Consent.

Bishop Lee declared the Convention organized for business.

Introductory Business and Appointments

Bishop Lee introduced those on the dais:

The Rev. Jana Troutman-Miller – President Pro Tempore, Ms. Caroline Senn – Financial Controller, The Rev. Marge Kiss – Executive Secretary and Mr. John Washbush – Parliamentarian/Dispatch of Business,

Bishop Lee made the following appointments requiring Convention approval:

Chancellor

Reappointment

Mr. Mark Ehrmann, Esq.

Parliamentarian

Reappointment

Mr. John Washbush

Historiographer

Reappointments

Mr. Randy Miller, Ph.D.

Commission on Ministry

New Appointments

The Rev. Seth Raymond

Mr. Vance Katter

Reappointments
The Rev. Pippa Lindwright (COM President)
The Rev. Nancy Hills
Ms. Ashley Humphrey

Ms. Mary Thickens
Ms. Jen Vettrus
Ms. Bonnie Thompson

St. Francis House Commission

Bishop Jeff offered the following history of St. Francis House.

For over 100 years, the Diocese of Milwaukee has shown its commitment to the spiritual development of young adults. Originally, a University Commission was established with oversight of St Francis House for the University of WI at Madison. Today, young adults have a greater variety of campuses to choose from in Wisconsin. And, many also choose to postpone the university track or eschew it altogether. Yet, our commitment remains for their spiritual development but must be transformed to meet their needs. In 2021, The Rev. Bobbi Kraft was called to serve both as chaplain to St Francis House Episcopal Student Center and as Young Adult Missioner for the Diocese of Milwaukee. Thanks to her efforts and those of current leadership of St Francis House and Ministry Architects this past year, new structures are being set up that will support our efforts for Young Adult & Campus Ministry (what The Episcopal Church refers to by the acronym YACM) into the future. Currently, in addition to the full-time ministry at Madison, part-time ministries are underway at UW-Milwaukee, Marquette, UW-Whitewater, and, most recently UW-Platteville. This new season in our diocese means that we will begin to fill a YACM Commission and enable the St Francis House Commission to focus attention to its commitment to young adults in the Madison area. Mother Bobbi will continue the process of establishing systems for the health of young adult ministries for both the Diocese and St Francis House.

Today we will reappoint those from St Francis House and commend them to their work in Madison. In the coming months, we will fill positions for a YACM Commission as well as those currently vacant at St Francis House. Prayerfully consider whether you are called to serve on either commission and connect with Mother Bobbi if you are so called.

Reappointments
Ms. Keretha Cash
Mr. Derick Dalhouse

The Rev. Bill Dunlop
Mr. Mark Koch, Treasurer, ex officio
Mr. Don Clewett, ex officio

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

Approval of Minutes from the 174th Annual Diocesan Convention

Bishop Lee 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 174th Annual Diocesan Convention of the Episcopal Diocese of Milwaukee. Hearing nothing further, Bishop Lee called for a vote. The minutes were approved as presented.

Determination of the Order of Business – A Parliamentary Moment

Bishop Lee called on Mr. John Washbush, Parliamentarian, to explain:

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

Bishop Lee asked if there were any request for additional resolution. Hearing nothing, Bishop Lee declared the Order of Presentation by the Resolution Committee fixed.

Bishop Lee asked the Secretary if there is was Old Business to return to the Convention.

The Rev. Marge Kiss, Executive Secretary noted several items:

The 174th Convention passed a Resolution: **Establishing a Task Force to Examine Our History and Build Relationships with the Indigenous Peoples of Wisconsin.** The Resolution called for a “a full report, to the 110th Convention, written and oral, including specific attention to policies that the Diocese can enact.”

The 174th Convention passed a Resolution: **Amending the Constitution – Article XIII – Of the Standing Committee.** The Resolution “in accordance with the *Constitution of the Episcopal Diocese of Milwaukee, Article XVII – Of Alterations and Amendments*, requires passage by a majority vote of each Order at two consecutive Conventions to take effect. This is the second Convention proposing this amendment.

The 174th Convention passed a Resolution: **Establishing a Commission on Creation Care.** The Resolution called for the “creation of a Commission on Creation Care tasked with bringing to the Diocese and congregations an initial plan to reduce our carbon footprint and ways to care for God’s creation no later than the 2022 Diocesan Convention.” In lieu of a report, the Commission is proposing a new resolution which will be addressed when the resolutions to the 2022 Diocesan Convention are reviewed and approved.

Presentation of Old Business

Bishop Lee thanked the Secretary and called on The Rev. Dr. D. Jonathan Grieser for his report to the Convention on Land Sovereignty.

The Rev. Dr. D. Jonathan Grieser opened his report to the Convention on Land Sovereignty with the following prayer:

Let us pray:

O Great Spirit, God of all people and every tribe,

through whom all people are related;

Call us to the kinship of all your people.

Grant us vision to see,

the brokenness of the past;

Help us to listen to one another,

in order to heal the wounds of the present;

And give us courage, patience, and wisdom to work together

for healing and hope with all of your people,

now and in the future.

Mend the hoop of our hearts and let us live in

justice and peace

through Jesus Christ,

the One who comes to all people

that we might live in dignity. Amen. (*From the Episcopal Church, Resources on the Doctrine of Discovery*)

See: Appendix I for the complete report.

Bishop Lee thanked Rev. Greiser for his report, noting that it more than met the resolution requirement. He also expressed his appreciation for Rev. Greiser’s leadership on this task force.

Bishop Lee called on Mr. John Washbush, Parliamentarian, to present to the Convention the Resolution: **Amending the Constitution – Article XIII – Of the Standing Committee** for its second Convention.

The Rev, Jana Troutman-Miller rose to speak on behalf of the Standing Committee and with enthusiastic support of the resolution. She expressed embarrassment that the discrepancy was overlooked for so long. She further noted that, if the resolution is passed, the Convention would, with two deacons nominated, have the opportunity to elect a deacon this year.

The Rev. Matthew Buterbaugh, architect of the resolution, rose in healthy support of the resolution.

After a review of the resolution, Bishop Jeff called for a vote on the resolution, by order. The resolution passed unanimously in both orders.

Recognitions

Bishop Lee welcomed to the Convention, the Rt. Rev. Matthew Gunter, Bishop of the Fond du Lac diocese and Provisional Bishop of the Eau Claire diocese. He also welcomed Tim and Lee Donohue, members of the Trialogue.

Bishop Lee called on the Rev. Scott Leannah, Canon for Ministries to present the clergy new to the diocese or newly assigned to a parish.

Canon Scott Leannah asked the following individuals, new to the diocese or newly assigned since our last Convention, to stand when named:

The Rev. Bobbi Kraft, Chaplain at St. Francis House, UW Madison and Young Adult Missioner

Pastor Madeline Burbank, Chaplain for UW-Whitewater Episcopal/Lutheran Campus Ministry

The Rev. Lane Hensley – Interim Rector of St. Paul’s, Milwaukee

The Rev. Matthew Buterbaugh, Interim Rector of St. John’s, Burlington

The Rev. Debra Trakel, Interim Rector of St. Boniface, Mequon

The Rev. Jason Terhune – St. Barnabas Richland Center

The Rev. Dave Manley- St. Matthew’s, Kenosha

The Rev. Melesa Skoglund- St. Thomas of Canterbury

The Rev. Don Fleischman – Priest-in-Charge at Good Shepherd, Sun Prairie while continuing to serve as Rector of St. Luke’s Madison

The Rev. Steve Capitelli – Priest-in-Charge at St. Francis, Menomonee Falls while continuing to serve as Rector of St. Alban’s, Sussex

The Rev. Nigel Bousfield- Long term supply priest at St. Peter’s, West Allis

The Rev. Christian Maxfield – Priest-in-Charge at Trinity, Mineral Point, Trinity, Patteville and part- time Campus Minister at UW-Stevens Point

The Rev. Ben Hankinson, Priest-in-Charge St. James, West Bend

The Rev. Liz Meade, Rector of Holy Communion, Lake Geneva

The Rev. Patrick Kelly, Trinity Parish, Prairie du Chien

The Rev. Lynn Zobel, Deacon, St. Michael Episcopal Church, Racine

Conclusion of the First Business Session

Bishop Lee announced that the first business session of the Diocesan Annual Convention was concluded.

Necrology and Evening Prayer

As was done last year, Ms. Sara Bitner used photos and music (Rev. Don Fleischman – piano; Rev. Kathy Monson Lutes – flute and Rev. David Simmons – percussion) to remind us of those who died in 2022.

Unlike last year the necrology was incorporated in Evening Prayer having the **theme of light**.

During the hymn Canticle of the Turning, the names and faces of the faithful departed were flashed on the screens.

Lord Christ, your saints have been the lights of the world in every generation. Grant that we who follow in their footsteps may be made worthy to enter with them into their heavenly country where you live and reign for ever and ever. Amen.

May they rest in peace and rise in glory.

Keynote Address

Keynote Speaker: Becca Stevens, Thistle Farms

A Single Candle Cuts Through the Darkest Night

The work of love is to keep lighting the way for millions of women still searching for a way out. For 25 years, Thistle Farms has lit a pathway of healing and hope for women survivors of trafficking, prostitution, and addiction.

REVIVAL – change; joy healing and hope were the recurring themes of Rev. Becca Stevens’ presentation. Through slides, videos and music, she gave the history and evolving stories of Thistle Farms. For further stories and products produced by the women -- **see: <http://thistlefarms.org>.**

Saturday, October 8th

Eucharist

Celebrant: Rt. Rev. Jeffery D. Lee, Provisional Bishop of Milwaukee

Preacher: Rr. Rev. Matthew Gunter, Bishop of Fond du Lac; Provisional Bishop of Eau Claire

Musicians: Rev. Don Fleischman – piano; Rev. Ian Burch – violin; Rev. Seth Raymond – cello; Rev. Kathy Monson Lutes – flute; Rev. David Simmons – percussion; Ms. Amanda Steven – voice

Collection Plate -- split between our Companion Dioceses – Haiti and Newala

In his sermon, Bishop Gunter reflected on harmony, on doing our part during our time and on the cheers, offered for us by the “Clouds of Witnesses” as we live our story.

Second Business Session

Pastoral Address

The Rev. Jana Troutman-Miller, President of the Standing Committee, introduced the Right Reverend Jeffrey Lee, Provisional Bishop of the Diocese of Milwaukee. She spoke of his love of running; how he runs ahead of us, setting a steady pace; how through his coaching and encouragement we can stay the course – all arriving together.

In his Pastoral Address Bishop Lee spoke of culture shift, re-imagining the diocese and renewing trust. He reminded us that we have work to do; that driven by passion and conviction we are to address the work in the world.

See: Appendix II for Bishop Lee’s entire Pastoral Address.

Recognitions

Bishop Lee thanked all who created a moving worship service; the Rt. Rev. Matthew Gunter for his presence at the Convention and insightful sermon; the Diocesan Staff – Ms. . Graicey Van Spankeren and Ms. Sara Bitner, (take Monday off) and the Rev. Kevin Stewart; the Rev. Scott Leannah and Ms. Caroline Senn.

Nominations

Bishop Lee recognized Mr. John Washbush, Parliamentarian, to explain the nominations procedure and the rules regarding floor nominations.

Bishop Lee called on the Rev. Matthew Buterbaugh, Chair of the Committee on Nominations, to announce the open positions and the nominees:

General Convention Deputies (2024 Convention)

Four clergy persons (priests or deacons) and four lay persons to serve at the 2024 General Convention

For the Clerical Order:

The Rev. Matthew Buterbaugh (St. John's, Burlington); the Rev. Scott Allen Seefeldt (Zion, Oconomowoc); the Rev. David Simmons (St. Matthias, Waukesha); the Rev. Mike Tess (St. Mark's, Beaver Dam) and the Rev. Jana Troutman-Miller (St. John's on the Lake, Milwaukee) were nominated. The Rev. Andy (Andrew) Jones (St. Andrew's, Madison) rose to nominate the Rev. Miranda Hassett. Hearing no other nominations, Bishop Lee announced that a vote would be taken shortly.

For the Lay Order:

Ms. Deanna Christman (St. John's, Burlington); Mr. Peter Larson (St. Paul's, Milwaukee); Mr. John Johnson (Grace, Madison) and Mr. John Washbush (Trinity, Wauwatosa) were nominated. There being no other nominations, Bishop Lee asked for any objection to declaring the election by Unanimous Consent. Hearing none, Bishop Lee declared Ms. Deanna Christman, Mr. Peter Larson, Mr. John Johnson and Mr. John Washbush elected **by Unanimous Consent.**

Executive Council

Two clergy persons for three-year terms

Two lay persons for three-year terms

For the Clerical Order:

The Rev. Nancy Hodge (St. Matthias, Waukesha); the Rev. Esther Kramer (St. Aidan's, Hartford); the Rev. Mike Tess (St. Mark's, Beaver Dam) were nominated for the clerical positions. Hearing no other nominations, Bishop Lee announced that a vote would be taken shortly.

For the Lay Order:

Ms. Barbara Eckblad (St. Mark's, Milwaukee); Mr. Ethan Tarvin (St. Bartholomew's, Pewaukee); Ms. Marlene Udovich (Trinity, Wauwatosa) and Mr. John N. Vogel (Trinity, Wauwatosa) were nominated for the lay positions. Hearing no other nominations, Bishop Lee announced that a vote would be taken shortly.

Standing Committee

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

For the Clerical Order:

The Rev. Terry Garner (St. Boniface, Mequon); the Rev. T. J. Humphrey (St. Paul's, Beloit); the Rev. Gregg A. Schneider (St. Paul's, Beloit) and the Rev. David Simmons (St. Matthias, Waukesha). Hearing no other nominations, Bishop Lee announced that a vote would be taken shortly.

For the Lay Order:

Mr. Gregory B. Bell (Christ Church, Whitefish Bay) was nominated. There being no other nominations, Bishop Lee asked for any objection to declaring the election by Unanimous Consent. Hearing none, Bishop Lee declared Mr. Gregory B. Bell elected **by Unanimous Consent.**

Title IV Disciplinary Board

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

The Rev. Mindy Valentine-Davis and the Rev. Peter B. Irvine (St. Paul's, Beloit) were nominated. Hearing no other nominations, Bishop Lee announced that a vote would be taken shortly.

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

The Rev. Phillip John Cunningham (St. John's, Chrysostom) and the Rev. Peter B. Irvine (St. Paul's, Beloit) were nominated. Hearing no other nominations, Bishop Lee announced that a vote would be taken shortly.

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

Mr. David Bernstein (St. Luke's, Milwaukee) and Mr. Michael Schmidt (St. Aidan's, Hartford) were nominated. There being no other nominations, Bishop Lee asked for any objection to declaring the election by Unanimous Consent. Hearing none, Bishop Lee declared Mr. David Bernstein and Mr. Michael Schmidt 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. David Bernstein (St. Luke's, Milwaukee); the Rev. Nigel Bousfield (St. Peter's, West Allis) and Mr. Bruce Jacobs (St. Mark's, Milwaukee) were nominated. Hearing no other nominations, Bishop Lee announced that a vote would be taken shortly.

Diocesan Treasurer

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

Mr. Michael Weber (St. Aidan's, Hartford) was nominated for diocesan treasurer. There being no other nominations, Bishop Lee asked for any objection to declaring the election by Unanimous Consent. Hearing none, Bishop Lee declared Mr. Michael Weber elected **by Unanimous Consent.**

The Conduct of the First Ballot was led by Mr. John Washbush, Parliamentarian, and facilitated by Mr. Scott Casey, VPOLL.

Result of First Ballot

General Convention Deputies (2024 Convention)

Clerical Order

The Rev. Jana Troutman-Miller

The Rev. Matthew Buterbaugh

The Rev. Miranda Hassett

The Rev. Seth Allen Seefeldt

Executive Council

Clerical Order

The Rev. Nancy Hodge

The Rev. Esther Kramer

Lay Order

Ms. Barbara Eckblad

Mr. Ethan Tarvin

Title IV Disciplinary Board

Clerical Order: The Rev. Mindy Valentine-Davis (Three Year)

The Rev. Peter B. Irvine (Two Year)

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

The Rev. Nigel Bousfield
Mr. Bruce Jacobs

A second ballot was needed for the Standing Committee -- Clerical Order

Standing Committee

Clerical Order: The Rev. Terry Garner

Bishop Lee called on **The Rev. Jana Troutman-Miller**, President of the Standing Committee, for a report on the Trialogue.

The Rev. Jana Troutman-Miller spoke of the intentional exploring of the reunification of the three dioceses of Wisconsin. She gave a brief history of the Trialogue and the role of the 7 task forces involved in the process. She emphasized that the Trialogue was on-going discernment and needed input from diocesan members. She asked that during lunch, each table appoint a recorder and note their important issues, hopes and fears, as well as how they can “walk with their neighbor.” She encouraged the deputies to visit the website for all current information on the Trialogue. NOTE: This report, written by a member of the Trialogue, will be given at each convention.

See: Episcopalwisconsin.info

Bishop Lee thanked the Rev. Jana Troutman-Miller for her report. He also noted that the schedule was a bit behind. He asked for patience and discipline – and returning by 1:00 p.m. from lunch.

Third Business Session

Report of the Resolutions Committee

Bishop Lee called on **Ms. Elizabeth (Liz) A, Orelup**, to present the report of the resolutions committee.

Ms. Elizabeth (Liz) A, Orelup 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.

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

- Resolution I – Continuing Resolution for the Commission on Creation Care
- Resolution II – Establish a Minimum Compensation for Deacons
- Resolution III – Establish 2023 Clergy Minimum Compensation

Bishop Lee announced that the Resolutions were now before the Convention.

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

Bishop Lee stated that the three resolutions before the Convention would be considered in the order appointed and recognized **Mr. John Washbush**, Parliamentarian, for the purpose of clarifying the conduct of business and debate.

Mr. John Washbush noted that now that business has been brought to Convention, 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

Bishop: We will proceed with the consideration of the resolutions in the order appointed.

Resolution I. Continuing Resolution for the Commission on Creation Care

Be it Resolved: that the Episcopal Diocese of Milwaukee shall continue and expand the Commission on Creation Care to continue leading the diocese in caring for God's Creation with an annual budget of \$10,000 for the next 5 years. Commission will respond creatively to care for all of God's creation by working together with congregations to deepen our understanding of the connection between our faith and God's gift of creation and to develop programs, responding creatively to care for all of God's creation.



The

Creation Care projects will be eligible for small grants to help parishes learn how to live sustainably, to educate ourselves and our youth on the cost and risks of climate change, and to participate in local efforts to improve clean air and water and reduce toxins in our environments.

Bishop Lee stated that Resolution I – **Continuing Resolution for the Commission on Creation Care**, had been placed before the Convention and that because a Committee had brought the resolution, it is considered moved and seconded. Bishop Lee asked if there was any discussion on the resolution.

Mr. Thomas Fallin (St. Paul's, Beloit) along with other deputies, rose to speak in favor of the resolution. He reminded the Convention that this Commission was just getting started and needed time to continue the work. He noted that they had gathered many resources and had applied for grants to support their work.

Hearing nothing further, Bishop Lee called for a vote on the resolution. The resolution passed as presented.

Resolution II. Establish a Minimum Compensation for Deacons

BE IT RESOLVED, Active Deacons in the Diocese of Milwaukee shall be compensated by stipend

Resolved, by the 175th Annual Convention of the Diocese of Milwaukee, that beginning January 1, 2023, the Diocese of Milwaukee shall compensate deacons at the rate of \$25 a month and pay the applicable assessment to Church Pension Group (CPG) and

Be it further resolved,

When a deacon is assigned to a parish or an organization by the Bishop, the diocese and vestry/bishop's committee, board, or governing body shall enter into a mutual agreement to determine if the stipend and CPG assessment will be assessed to the parish/organization, or paid by the diocese, and

Be it further resolved,

active deacons who were active on January 1, 2019 and have been in active service since that date may enter into a mutual agreement with the diocese to provide compensation and CPG assessment for the period from January 1, 2019 to December 31, 2022 as allowed by the Clergy Pension Group (CPG),

Be it further resolved, that deacons may decline the monthly compensation.

Bishop Lee stated that Resolution II – **Establish a Minimum Compensation for Deacons**, had been placed before the Convention and that because a Committee had brought the resolution, it is considered moved and seconded. Bishop Lee asked if there was any discussion on the resolution. Hearing nothing, Bishop Lee called for a vote on the resolution. The resolution passed as presented.

Resolution III. Establish 2023 CLERGY MINIMUM COMPENSATION

BE IT RESOLVED that the clergy compensation levels for 2023 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	\$ 61,629
3 – 7 YEARS	\$ 67,118
8 – 12 YEARS	\$ 76,266
13 – 18 YEARS	\$ 85,414

* 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.

Bishop Lee stated that Resolution III – **Establish 2023 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 Lee asked if there was any discussion on the resolution.

Ms. Jane Stenson (Trinity, Mineral Point) expressed her concern regarding the impact of rising clergy salaries on rural parishes, and the aspect of justice and equality. Bishop Lee reminded the Convention of the last line of the resolution. *“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.”*

Hearing nothing further, Bishop Lee called for a vote on the resolution. The resolution passed as presented.

2023 Diocesan Budget – A Parliamentary Moment/Budget Proposal

Bishop Lee recognized Mr. John Washbush, Parliamentarian, for the purpose of clarifying the conduct of business pertaining to the budget.

Bishop Lee recognized Ms. Caroline Senn, Financial Controller, for the budget and assessment report.

Along with slides, Ms. Senn detailed the sources of revenue and the expense breakdown of the 2023 budget. She especially highlighted the Global Ministry budget which had increased by \$107,000.00. She also noted the revenue and expense composition of comparable dioceses.

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

The Rev. David Simmons (St. Matthias, Waukesha) rose to question the discontinuation of monies to the Interfaith Conference, noting it had been a long-standing practice to send them \$4,000.00. Bishop Lee said that it was noted and that it would be adjusted.

The Rev. Chuck Zellermayer (St. Mary’s, Dousman) rose to speak in appreciation of the work of Ms. Senn.

Hearing nothing further, Bishop Lee opened up debate on the proposed 2023 budget. Having no request for debate, Bishop Lee called for a vote to adopt the 2023 budget. The budget was adopted.

Bishop Lee thanked Mr. Senn for her presentation and Ms. Senn and the Finance Committee for their hard work.

Reports

Bishop Lee called on **The Rev. Marge Kiss**, Executive Secretary of the Diocese for a report mandated by the 80th General Convention (2022).

The Rev. Marge Kiss stated that the 80th General Convention passed the following resolutions, which make alterations to the Book of Common Prayer or the Constitution of the Episcopal Church. To be enacted, they must be presented to the Convention of our Diocese and certified that such action has been taken. She noted: *I will Not be reading them. Instead, on your tablet there is a set of papers marked Resolution. The last two pages contain part of a letter from the General Convention office requiring this reading and the resolutions. I will introduce the Resolution and then give the **explanation of or rationale for the Resolution.***

Regarding RESOLUTION: A157 Amend Article I Sec. 7

As you can see, the current text of the Constitution of the Episcopal Church requires that the General Convention shall “meet not less than once in each three years.” It does not allow for a delay due to conditions such as the pandemic we have experienced. The proposed Constitutional Amendment allows the regular triennial meeting of General Convention to be delayed, beyond three years, under exigent circumstances.

Regarding RESOLUTION: A031 Amend the Constitution and Canons Relating to Mergers of Dioceses A031

The amendments proposed in this resolution:

--allow Dioceses more flexibility when planning mergers or formation of new Dioceses from Dioceses or portions of one or more Dioceses by deferring to the Canons for the details of the formation process.

They also,

--allow that future changes to the process can be made at one General Convention rather than requiring two General Conventions to approve a change to the Constitution.

The structure of the revisions is to move more details into the canons, hence the proposed amendments to Canon I.10.

Regarding RESOLUTION A059 Amend Article X of the Constitution of the Episcopal Church (First Reading) A059

We are fortunate that our bishop, the Rt. Rev. Jeffrey Lee, is chair of the House of Bishops’ Committee on Prayer Book, Liturgy & Music and one of the architects of Resolution A059. At this time, I turn the conversation on this General Convention resolution over to Bishop Jeff.

Bishop Lee pointed out that Article X retains the principle that the BCP is the standard and normative liturgical text for worship in this Church, but also attempts to set the canonical framework for future evaluation and reorganization of those liturgies; that the amendments attempt to shift the Church’s awareness that contemporary and future methods of publication may not be restricted to the form of publication (a book) but rather the content, i.e., the text of the liturgies.

Bishop Lee called on **The Rev. Scott Leannah**, Canon for Ministries, for his report.

Canon Scott Leannah opened with the following prayer:

God of our salvation, of infinite diversity and surprises, thank for our time together yesterday and today. Please bless us during these final few hours of our Convention. We ask for open minds and hearts. In Jesus’ holy name. AMEN.

Along with slides representing each report area, he continued that “Canon for Ministries” includes “working with parishes in preparing for and in the midst of clergy transitions, offering support, encouragement and mentoring to clergy and lay leaders, partnering with congregations in a variety of circumstances and situations, involvement with the dialogue process, offering counsel to our Provisional Bishop and a list of other responsibilities we may include under the heading, ‘other duties as assigned and needed.’”

Further noting:

- He had served in this role part-time from July to the end 2021, and full-time since January 1, 2022.
- When he began 23 of the 49 parishes were without a priest.
- With God’s grace, there were 10 completed calls in 2021 and 13 completed calls in 2022.
- Campus Ministry is taking place across our diocese -- Marquette University and UW-Madison, UW Milwaukee, UW Whitewater and, the newest addition, UW Platteville are all being served
- He called together a team of people from across the diocese to offer guidance, direction and to act as a **resource** to the parishes and ministries in the diocese, having the view “from the balcony.”
- He also called together a Parish Support Team with its focus more “in the weeds”, on the local level.
- He, along with the Rev. Gary Manning, co-leads New Beginnings for those clergy new to the diocese or newly assigned.
- 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.
- One of his summer highlights, along with six colleagues, journeying to the Boundary Waters.

He concluded his presentation by saying: “*(My) goal is to offer support, encouragement, guidance and leadership. I seek to do this in a way that is rooted in the redemptive love of Jesus Christ. I regularly pray for the parishes in our diocese and the lay leaders and clergy that serve them. If I can be of support or assistance, please reach out.*”

Canon Scott Leannah received a spontaneous standing ovation.

Bishop Lee called on **Ms. Caroline Senn and Ms. Cathy Parrill** for a report on the Haiti Partnership.

Ms. Caroline Senn and Ms. Cathy Parrill

--presented some history:

In 1982, Bishop Roger White and a small group of people from Wisconsin and a Haitian Episcopal priest named Père Octave Lafontant joined together to help build better lives for the people of Jeannette, Haiti. Back then, the country was 80% illiterate. The people of Jeanette had no school, no healthcare, and little food. Père Lafontant wanted to help on all three fronts, starting by opening a school. Bishop Roger White and the people of the Diocese of Milwaukee wanted to help him bring that dream to fruition.

--noted the need for a paradigm shift:

After 40 years, it became time for us all to reflect, re-evaluate the Haiti Project, and determine the best way to go forward from here. The diocese engaged the Lombard Mennonite Peace Center to help us do that. After gathering input from many supporters and past leaders in Wisconsin and beyond, the bishop, standing committee, and executive council decided it was time for the diocese to play a more supportive role. They also decided it was time to hear more from the people of Jeannette, about what their vision is for the school and clinic, and for their community. The diocese recommitted to funding the school and clinic in Jeannette for the coming year, and decided that during that time, we would partner with the Haitian nonprofit, APSHA, in which they would lead a study in Jeannette and recommend to us how we can best be of support in the future.

--gave potential ways to continue the partnership:

Together, we are working to create a sustainable, more clearly-defined partnership that, as Pere Lafontant would say, “honors the dignity of all.” In this transition phase, of our Haiti Partnership, APSHA is undertaking a study with the people of Jeannette, to determine how, together, we can best serve them in the future. APSHA consultants are leading a series of focus groups with people in all sectors of Jeannette, in which they will create a locally-determined plan and vision for the future. The diocese of Milwaukee is funding this study, so that 100% of donors’ contributions will flow directly to the school and clinic this year. At the same time, we are holding focus groups here in the States, to strengthen our ability to sustainably support the community of Jeannette and their plan going forward.

Report of the Committee on Privilege & Courtesy

Bishop called on Ms. Graicey Van Spankeren, Administrative Officer, to present this year's Resolutions of Privilege & Courtesy.

The 175th Annual Convention of the Episcopal Diocese of Milwaukee Resolutions of Courtesy and Privilege

BE IT RESOLVED that this 175th 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 our Chair of Resolutions Committee Chancellor, Liz Orelup, Esq.; to the Chair of the Nominations Committee, the Rev. Matthew Buterbaugh; Treasurer, Mike Weber; the Parliamentarian & Dispatch of Business, 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 St. Marc’s, Jeanette, Haiti, as we live into a new way of ministry and partnership.

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 Lacrosse Area Synod, and to the people and clergy of their parishes; in the Moravian Church, to Reverend 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, Kerri Parker Executive Director and to the people and clergy of all of their parishes; and, to all other Churches, including the Roman Catholic Church, to the Most Reverend Jerome Listecky, Archbishop of the Milwaukee Archdiocese, and to the Most Reverend 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 send its greetings and prayers to Prudence "Pru" White, widow of the Right Reverend Roger J. White, (may he rest in peace) tenth bishop of the Diocese of Milwaukee.

BE IT FURTHER RESOLVED that this Convention send its greetings to Bishop Steven Miller, his wife Cindy Preseley-Miller, and their daughters Lauren and Haley. We wish Bishop Steven and Cindy well in retirement and pray for them and their family.

AND FINALLY, BE IT LIKEWISE RESOLVED that this 175th Convention of the Diocese of Milwaukee express its gratitude for the leadership, dedication and pastoral guidance of our Provisional bishop, the Right Reverend Jeffrey Dean Lee and his wife, Lisa, and let us recommit ourselves to pray that the Holy Spirit continues to strengthen and direct the mission and ministry of the Episcopal Diocese of Milwaukee.

Bishop Lee 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. Bishop Lee asked if there was any discussion on the resolutions. Hearing nothing, Bishop Lee called for a vote. The Resolutions were approved.

Conclusion of the Third Business Session/Blessing and Dismissal

Bishop Lee announced the conclusion of the Convention and led the Convention in singing (and gesturing): **This Little Light of Mine.**

Bishop Lee offered a final prayer and his blessing.
The Rev. Deacon Marge Kiss gave the dismissal.
The meeting adjourned at 2:29 p.m.

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

Appendix I

Diocesan Convention -- **Task Force on Land Acknowledgement**

The Rev. Dr. D. Jonathan Grieser

October 7, 2022

Let us pray.

O Great Spirit, God of all people and every tribe,
through whom all people are related;

Call us to the kinship of all your people.

Grant us vision to see,

the brokenness of the past;

Help us to listen to one another,

in order to heal the wounds of the present;

And give us courage, patience, and wisdom to work together

for healing and hope with all of your people,

now and in the future.

Mend the hoop of our hearts and let us live in

justice and peace

through Jesus Christ,

the One who comes to all people

that we might live in dignity. Amen. *(From the Episcopal Church, Resources on the Doctrine of Discovery)*

In the US calendar, Monday, October 10 is traditionally known as Columbus Day, the day when Columbus' "discovery" of the New World was celebrated. In more recent years, and in the State of Wisconsin, it is Indigenous Peoples' Day, set aside to celebrate and honor the histories, cultures, and resilience of Native Americans and to commemorate the suffering they have endured over the last five hundred years. As we gather for Diocesan Convention this year, we have been challenged to examine our history and our relationships with the people who lived on this land before us and whose descendants live among us now. Last year's Convention passed this resolution:

That the 109th Convention of the Diocese of Milwaukee direct the Bishop to appoint a task force of no fewer than eight (8) persons to examine the historical and contemporary relationships among the Episcopal Church in Wisconsin and the Indigenous Peoples of the State, with specific attention to restorative actions the diocese and member congregations can enact; and be it further that the task force bring to the 110th Convention a full report, written and oral, including specific attention to policies that the Diocese can enact, and be it further, that the first meeting of the task force take place no later than February 1, 2022.

As the author (in consultation from several other interested clergy) of the resolution, I invited interested parties to meet via zoom. We met approximately six times in 2022, working on developing a page of resources for the diocesan website, and crafting language around land acknowledgement. In this brief report, I would like to summarize some highlights of that work and introduce the statement we have

created. I would also like to offer some recommendations for congregations that want to undertake this work for themselves.

The history of the relations of white settler colonialism and the native populations of the Americas is complex and tragic. It's estimated that the population of Native Peoples decreased by as much as 80% after European arrival due to disease and conflict. The Doctrine of Discovery, first promulgated by Papal Edicts and reaffirmed in the early 21st century by US Supreme Court decisions, meant that the land on which Native populations had lived for millennia was free for the taking by colonial powers and European settlers. Currently, there are 3.7 million people of Native background living in the US, 1.1% of the total US population; they have lost 99% of the land they once occupied.

For Wisconsin Episcopalians, our history begins with the Oneida. This year is the 200th anniversary of the arrival of the Wisconsin Oneida, forced to leave their homes in New York State. Many of the first group of Oneida to come to Wisconsin were Episcopalian, and on October 29, there will be a 200th anniversary celebration at Holy Apostles' Episcopal Church, in Oneida, Wisconsin.

The Episcopal Diocese of Milwaukee covers land that was originally home to Potawatomie, Sac and Fox, Kickapoo, Menominee, and Ho-Chunk peoples. The Potawatomie and Ho-Chunk still have a presence within the area covered by the Diocese of Milwaukee and there are in all twelve federally recognized tribes in Wisconsin.

Land Acknowledgement is a movement to recognize those who lived on the land we now possess, who were forced to cede it, and removed to reservations. In many cases, their descendants continue to live among us and around us, not just on reservations but in our cities and towns. But land acknowledgement is only a first step as we begin to do the hard work of building relationships and recognize all the ways we have benefited from the seizure of land. St. Dunstan's, Madison shows us one way forward as they committed \$5000 as a land tax, offering it to the Wisconsin tribes as an act of reparations. The Wisconsin Council of Churches, working with the Wisconsin Intertribal Repatriation Council is establishing a fund to support all of Wisconsin's tribes. Congregations and individuals can donate.

Our group came up with the following statement that we share here and encourage you to reflect on:

The Episcopal Diocese of Milwaukee celebrates its 175th anniversary in 2022. We are also remembering the 200th anniversary of the arrival of Episcopalians in what is now Wisconsin, members of the Oneida tribe who were forced to relocate from their home in upstate New York. As a diocese we celebrate their witness and faithful presence over the years and lament the ways that those in the church descended from European settlers have not lived up to Jesus' call to love and learn from our Indigenous siblings in faith.

As Episcopalians and as residents of Wisconsin, we live, work, and worship on land that was not ours but belonged to peoples who had lived here for thousands of years: the Potawatomie, the Sauk and Fox, the HoChunk, the Menominee. We confess the Episcopal Church's complicity in the seizure of land, the abrogation of treaties, and the forced removal of the land's inhabitants to make room for white settlers. We also confess the Episcopal Church's participation in the native boarding school system that separated children from their parents, abused and killed students, and sought to purge them of their language, culture, and heritage. We confess as well

the generational trauma that indigenous people continue to suffer and a system that continues to oppress them.

The actions of the US government, settlers, and Christian churches, including the Episcopal Church, led to the deaths of many from genocide, poverty, and disease. We honor those elders. We recognize the endurance of their descendants here today and honor the elders of today. We, the descendants and beneficiaries of settler colonialism, owe attention, time, and resources to those from whom we have stolen so much.

We commit to listening and reconciliation and friendship. We commit to being good neighbors to them and to their sovereign nations. We pray that God forgives us and give us courage and strength to take the necessary steps toward reconciliation, healing, and justice.

Exploring Native American History and building relationships in your congregation.

Questions to begin a conversation in your congregation:

1. When does your official parish history start?
2. What do you know about how the land where your church stands was used, before the church was started? Who owned it or lived there?
3. When and how did that land pass into the hands of white settlers? Are there one or more significant treaties that are part of that history?
4. What Native peoples lived on the land before that time?
5. Do those Native groups still exist? (Some use different names now - for example: Winnebago and Ho-Chunk.)
6. Where do their members live now? What can you find out about how they are working to preserve and pass on their culture, language, and heritage?

Learning more about the Doctrine of Discovery, the tribes of Wisconsin, and the history of the relations among Christians and native peoples.

- 1) The Episcopal Church repudiates the Doctrine of Discovery (a brief youtube video)
- 2) Patty Lowe, *The Tribes of Wisconsin*
- 3) The Diocesan Resource page includes many other resources. We encourage you to visit it: <https://www.diomil.org/resources/land-acknowledgment/>
- 4) [Native-land.ca](https://www.native-land.ca) (Also an app for phones) Who lived on the land before you?

Members of the Task Force include:

The Rev'd Dr. D. Jonathan Grieser, *Rector, Grace Madison*
The Rev'd Dr. Miranda Hassett, *Rector St. Dunstan's Madison*
The Rev'd Monica Burkert Brist, *Priest in Charge, St. Paul's Watertown*
The Rev'd Kathy Monson Lutes, *Rector, Trinity, Janesville*
The Rev'd Deacon Karen Buker
The Rev'd Peter Irvine
Bevra Cole
Diana Lucas
Susan Burch
Marilyn Hamilton
Lynn MacDonald

Appendix II

Diocesan Convention -- **Pastoral Address** -- The Rt. Rev. Jeffrey D. Lee October 8, 2022

Among the things I love best about parish visitations are the wonderful, informal side conversations I get to have with folks before the service and especially at coffee hour. Those are the conversations where I often learn more about the congregation's life than in any official report (with all due respect to Annual Parochial Reports). I love it when people feel free to ask the bishop questions or to tell me what's really happening - more often than not, people want me to know what they love about their church, very frequently what they love about their priest or deacon. And, of course, sometimes, they want to be sure I know about some challenge or something that's not quite right in their opinion about where things are going in the parish. A couple of weeks ago I had a couple of these delightful conversations at St. Aidan's in Hartford. It was a lively Sunday morning with confirmation and receptions - people were very chatty before church began formally and the coffee hour was more like a coffee banquet. I was making my way around the parish hall, stopping to chat with people at different tables, when a very lively and precocious young girl came up to me and asked if she could ask me a question. From her demeanor I was sure I was about to get one of those profound God questions that children are so good at asking. Or at the very least, maybe a question about some aspect of the bishop's headgear or crosier or something. So I leaned down and said, "Of course, you can ask me anything ... what would you like to know?" With a very serious face, she said, "Can you play the ukulele?"

The answer is, "Uh, no." But not to worry. She just grabbed my hand and led me merrily to the classroom down the hall where the folks at St. Aidan's have constructed a ukulele studio (it is the coolest thing) and where a bunch of kids were waiting to show me that they could, in fact, play the ukulele ... and the ukulele band often plays in church.

I love that story because it points me to so much of what leadership in the church boils down to. It's a matter of attending to each other, of being in relationship with one another and always being ready to be surprised by the wonderful diversity in the Body of Christ. I have been a priest and a bishop now for a few years (you could say), and while leadership in the church is sometimes hard work, I've come to believe that it's not all that hard to figure out what to do and what not to do. We show up, we practice loving one another, and we turn that love outward to a world in desperate need. We celebrate the unfathomable love of God in choosing us to be God's own people. We celebrate — ukeleles and all.

It has been an enormous privilege to have been called to serve as Bishop Provisional in the Diocese of Milwaukee. I've been here just about a year and half now and I think that together we have made some real progress in doing what I believe I was called here to assist in bringing about. Namely, a culture shift in how we relate to each other, a renewal of our spirit and a rediscovery of our identity as a diocese. When I started as your Bishop I was struck by how many stories I heard where the theme was disappointment or frustration or anger. There was a fair amount of mistrust of the office of the bishop. Now we were in the midst of the pandemic so I'm sure that colored it all, but I knew I wanted to hear a lot more about joy and hope and trust and playfulness.

The practitioners of family systems theory are fond of saying that seriousness is blood kin to anxiety. In a worried or anxious system — a family or a church or any kind of organization — there is very little

room for playfulness. So, guess what I've been on the lookout for! And I'm happy to say that the conversations I've been having these days around the diocese have a lot more light-heartedness to them. I don't mean goofy or silly - playfulness can be quite serious sometimes, but it is not reptilian. You know, that squinty eyed look around the meeting when things have turned deadly serious. Playfulness is when there is creativity and energy about what might be. It's the way I think God is in the act of creation. Full of possibilities.

From Whitefish Bay to Prairie du Chien, from Richland Center to Kenosha, from Madison and Baraboo to that historical ravine separating two big church buildings a block and half apart on Yankee Hill in Milwaukee - I am seeing a renewed sense of playful creativity blooming. Trust is growing - between congregations and when it comes to the office of the bishop. Where we know full well that trust is earned (and proven) ... we're trying to earn that trust at every level. The bishop's staff is working hard to deliver excellent and reliable support for all our congregations and ministries. When we make a mistake or do something dumb, we will be quick just to say so and ask your help in making whatever it is right. We've got congregations entertaining new levels of partnering, sharing clergy and other resources. We've got new initiatives in campus ministry. We're sharing in funding a youth and young adult position for Episcopalians throughout the whole state of Wisconsin. We're renewing our long term commitments to partners in Africa and Haiti with new approaches that will demand more of us than ever before. We are entertaining the possibility of reshaping the whole Episcopal Church in the State of Wisconsin, reimagining what it would be like for all three dioceses to rediscover our DNA as a missional diocese for the 21st century. If all of that is not creatively playful, faithful, and fueled by the joy of Jesus, I don't know how else to explain it.

Dear Church, we have so much to be thankful for. For our forbears in the Oneida Nation who brought this church to these territories. For Missionary bishops, priests and settlers from the East who traveled and preached and planted worshipping communities here. For generations of faithful members of the congregations we still call home. We are awash in legacy and resources and commitment and loving service. We have much to celebrate and of course, much to take stock of and repent. I encourage every congregation in the Diocese of Milwaukee to take to heart the superb work of the Task Force on Land Acknowledgment and spend this next year studying their report and engaging the questions they raise for all of us. We have work to do in embracing and celebrating the full diversity of God's people. We have work to do in acknowledging the realities of systemic racism and how some of us benefit from them and others bear the burden of our privilege; we have work to do in dismantling prejudice, gender inequalities, homophobia. We are challenged to stick to the gospel of Jesus in the face of a world that regards institutional Christianity as irrelevant and worse. We are called to be the good news of Jesus, to baptize and feast and serve with open hands and hearts in a world of fear and violence and political circus that systematically dehumanizes all of us made in the image and likeness of God. We have work to do.

But, oh my friends, what work it is. The survival of the church, the success of the Christian enterprise - non of that depends on us. Thank God. The salvation of the world, the reconciliation of all things is God's project, not ours and the outcome is assured. Jesus has accomplished all of it, gathered all of it to himself on the cross and offered it to the Father, who has poured out the power of the Holy Spirit on you and me. God has set the Spirit loose in this world to guide us and lead us step by step, inch by inch into the Reign of God which is already dawning in ways that can still take our breath away.

Dear Friends, rejoice and be glad ... Love wins.

Appendix III

Diocesan Convention -- Trialogue Diocesan Convention Presentation

The Rev. Jana Troutman-Miller

October 8, 2022

What is the Trialogue?

Essentially it is the 3 Episcopal dioceses in Wisconsin, Eau Claire, Fond du Lac, and Milwaukee intentionally exploring together how reunifying may better equip us to be the church God is calling us to be in these times.

Triologue conversations began in the summer of 2021 with the meeting of what is now called the Trialogue Steering Committee. That meeting was attended by clergy and lay leaders from each of the dioceses and both bishops—the Rev. Matt Gunter, bishop of Fond du Lac and bishop provisional of Eau Claire, and the Rev. Jeffrey Lee, bishop provisional of Milwaukee.

Shortly after that meeting occurred we held our three diocesan conventions, where delegates provided questions and feedback about moving forward to you, the wider church community.

Then at the beginning of this year, with that initial feedback gathered and heard, the Trialogue Steering Committee, created seven task forces and appointed lay and clergy representatives from each of the three dioceses to serve on those taskforces.

Each of them is now beginning the work of examining a particular aspect of reunion to contribute to developing a proposal for reunion.

The ultimate goal then is to consider the value and viability of presenting a proposal for joint agreement of reunion to our three diocesan conventions in 2023.

What has happened so far?

Many of you may be thinking, this seems like a lot has happened, so why haven't I heard about this already? Or no one has asked me what I think yet.

Well, I can assure you our taskforces have been up to this point very hard at work behind the scenes, getting ready to thoughtfully engage with the members of the dioceses in some very tangible ways.

And as each of the seven task forces is working within its area of responsibility, they will make an interim report to the Steering Committee in the next few months and a final report in the spring.

SO here is a brief overview of each task force's work:

Structure Task Force:

The question of structure is not only canonical and practical, but deeply connected to questions about mission. Here is a way to think about it:

Imagine a person who was asked what structure was needed to cross a large body of water. The structure could be a boat, but it might also be a bridge. It could even be a helicopter. All three “structures” will convey a person over the water, but the reason for the water crossing will determine which structure is best for the task at hand. A person traveling cross country by car will want a bridge. A person hoping to spend a pleasant afternoon might elect to paddle a canoe, and a person in urgent need of medical care will be grateful for a life flight.

The structure committee’s discussions have revolved around asking what infrastructure a unified diocese in Wisconsin would need to accomplish its mission if the proposed reunion is approved by all three dioceses.

The Structure Task Force is currently working on a white paper to present what their thoughts on creating a structure for a new dioceses might look like.

This will be shared with the Steering Committee later this month, and early next year, it will present a final report on its recommendations about the structure of a potential reunified Wisconsin diocese.

Constitution and Canons Task Force

The Constitution and Canons Task Force has been gathering and examining examples of recently written and revised diocesan canons in preparation for receiving the recommendations of the Structure Task Force, once that has been received, it will then begin to develop a proposed constitution and canons for a reunified diocese.

Finance Task Force

The Finance Task Force is reviewing parochial report data and financial reports to build a model of the size and capacity of congregations in Wisconsin, the financial resources of each diocese, and projections about how future trends might affect the church in our state. They will make an interim report to the Steering Committee this month and finish their work in January so that the data they are producing will be available to other task forces as they continue their work.

Parish and Regional Engagement Task Force

The Parish and Regional Engagement Task Force has developed a process to connect with and receive feedback from each congregation in all three dioceses, and will begin piloting the process in several parishes this fall.

An introductory letter has gone out to clergy and wardens announcing the project, and in the coming weeks, more concrete information will follow.

The task force’s goal is that every congregation will share its hopes and concerns about this process and about the future of the Episcopal Church in Wisconsin.

Culture and Mission Task Force

The Culture and Mission Task Force is creating a profile of our three dioceses, combining demographic and institutional data with an assessment of diocesan culture, including the most important issues facing our dioceses, the hopes we have for the future, and our cultures of mission, evangelism, and relationship to the episcopacy.

The table discussions we have at lunch today, that I will talk more about in a moment, will help inform their work, so please participate actively and share your thoughts and ideas!

The Culture and Mission Task Force will report to the Steering Committee in December and finish their work in the spring.

Communications Task Force

The Communications Task Force is supporting the work of all the other task forces, helping to gather information, edit materials, and disseminate that work to the three diocesan communications officers.

A refreshed Trialogue website is also underway at *episcopalwisconsin.info*; This is a great resource if you have questions about what information is out or who to contact on the steering committee or the chairs of the taskforces with any questions or concerns you might have.

Stay tuned for more information and news as work continues!

Our seventh taskforce is **Prayer and Discernment**, and I would like to save the report on their work for just a moment.

Is reunion a foregone conclusion?

No!

The Trialogue is an ongoing discernment process, and no decisions have been yet been made.

Once the task forces have completed their work next spring, the Steering Committee will assess the feasibility of reunification and report to the dioceses so that clergy and convention delegates will be able to make a prayerful and informed decision if and when they are called upon to do so.

How can I contribute to the Trialogue's discernment about our future?

The Trialogue needs your input!

On your tables, you will find five questions about the future of the Episcopal dioceses in Wisconsin for discussion over lunch.

And we would love to get a snapshot of what it is you all came up with.

So if you would, please appoint a recorder to take notes on the questions, ideas, and concerns that your group discusses, and then when finished turn in your notes to _____.

Please include your name and email address so that the Culture and Mission Task Force can follow up with you if they have questions.

Here are the questions we hope you will discuss:

1. What are the most important issues facing the Episcopal dioceses in Wisconsin?
2. What hopes do we have for the future of the Episcopal dioceses in Wisconsin?
3. What fears do we have about the future of our diocese, or about reunification?
4. How are we walking the way of love with our neighbors outside the walls of our church buildings?
5. Who might we invite into our congregations and gathered communities, or more fully include?

Your thoughts and perhaps even other questions that may come from these questions will help us all in knowing better what corners we should explore and what we need to know before we can make any final decisions hopefully next year.

Which brings us to the final taskforce I would like to highlight for you today.

Prayer and Discernment Task Force

As we began our time together as a steering committee last year, we started off with prayer and even though we had one question in mind, should the three dioceses of Wisconsin reunify into one, we knew it was not a foregone conclusion that could be made lightly, and so when we created the taskforces, we wanted to make sure that prayer was at center of our discernment.

The Prayer and Discernment Task Force has been working on a litany and other liturgical resources that congregations can use as they pray about and discern the possibility of a reunified diocese in Wisconsin. You will find these on the diocesan website as well.

And they have written this Trialogue prayer, that is for the steering committee, each of the members of the taskforces, all who interact with these taskforces, the delegates of next year's conventions who may be tasked with voting on this reunification, and all the people of our three dioceses who will engage in this question. And it is especially for you all now as you gather around your tables today and prayerfully and discerningly engage these questions.

Let us pray:

Almighty God, we come before you asking grace and wisdom for all who are called to discern your mission for the church in Wisconsin. May we listen to one another in humility and always seek your will. We pray in the name of Jesus, the head of the church. Amen.