

RESOLUTIONS

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Triologue Reunification 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 Triologue 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 Triologue 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 Triologue 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 Triologue 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 Triologue 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.

Explanation:

The purpose of this resolution is to:

- Seek the approval of the Dioceses of Eau Claire, Fond du Lac, and Milwaukee for proceeding toward a vote in Eastertide 2024 on the reunion of our dioceses.
- Provide clarity about the requirements of the process of reunion.
- Create accountability for the people of all three dioceses.
- Establish the parameters for the content and production of the “joint agreement of union” as required by Canon [I.10.6](#)

We continue to discern reunion, exploring whether it is the most effective and efficient way that our dioceses can form disciples and proclaim the Gospel in word and deed in and beyond our communities. Regardless of the outcome of a final vote on reunion, we believe that the relationships, wisdom, and blessings that the discernment process is creating are an image of what the Episcopal Church in Wisconsin can become for the sake of God’s people.

Submitted by the Rev. Jana Troutman-Miller, President, Standing Committee

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.

Explanation of Clergy Compensation Percent Increase Calculation for 2024

In recommending a 5% increase for the 2024 year we have taken into account the fact that Diocesan resolutions for clergy compensation since 2020 have lagged the benchmarks.

- Changes to the Consumer Price Index (CPI) since between 2020 and 2022 total 17.86%
- Changes in Core US Inflation between 2020 and 2023 are already 15.9% at the half year 2023
- The Federal Reserve’s forecast Inflation is 3.5% for 2024
- The Church Pension Group Cost of Living Adjustment (COLA) is determined with reference to the CPI and the Social Security Administration COLA. These exceed our cumulative COLA for the period substantially.

Under any of these measurements, the Diocesan COLA for each year, cumulatively has fallen short of any of these benchmarks.

Taking into account the Federal Reserve’s (FED) forecast inflation rate of 3.5% in 2024 then the increase in inflation since 2020 will be 19.4% in 2024. There was no COLA increase for the 2021

year for Diocesan Clergy. An increase for 2024 of 5% will bring the cumulative COLA since 2020 to 13.838%.

Other Background

A parish must by canon provide its clergy pension benefits (which includes \$100,000 of life insurance coverage) at 18% of the TCC, and group medical and dental insurance as applicable (family or single) and in accordance with Resolution IIIA adopted by the 164th Convention of the Episcopal Diocese of Milwaukee. The provisions in Resolution A177 of the 76th General Convention require the employing entity to provide a minimum of 90% of premium coverage as appropriate to the insured and to establish a Health Savings Account for those employees choosing the high-deductible health plan (HDHP) and funding it at 100% of the HDHP in-network deductible appropriate to the insured, minus the maximum in-network deductible of the lowest non-HDHP, non-HMO plan offered, as appropriate to the insured. This amount shall not exceed the legal maximum amount as appropriate to the insured.

Under IRS regulations, the amount of clergy compensation to be allocated for housing and utilities should be estimated by the cleric and approved by specific recorded action of the Vestry. The designation for 2024 must be completed no later than December 31, 2023.

If the priest and his/her/their family live in housing provided by the parish, the Total Cash Compensation amounts can be reduced by the Fair Market Rental Value of the housing. However, the sum of stipend, housing and 50% SECA offset is still used to compute pension fund payments and self-employment tax.

Submitted by the Executive Council

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.

¹ McClain, Shanna, Bruch, Carl et al. "Migration With Dignity: a Legal and Policy Framework,": Journal 1 of Disaster Research, Vol. 17, No.3, (2022).

Explanation

This resolution is needed as a positive general statement, reaffirming and updating the Episcopal Church's overall, long-standing commitment to human rights as they pertain to just treatment of the world's refugees, asylum-seekers, and all migrants.

The resolution is deeply grounded in Scripture. No moral guidance is more clearly articulated in both Biblical testaments than the need to "welcome the stranger." A few examples:

Old Testament: "Don't mistreat any foreigners who live in your land. Instead, treat them as well as you treat citizens and love them as much as you love yourself. Remember, you were once foreigners in the land of Egypt. I am the Lord your God" (Leviticus 19:33-34).

New Testament: "Be sure to welcome strangers into your home. By doing this, some people have welcomed angels as guests, without even knowing it." (Hebrews 13:2)

Jesus's second great commandment: "Love your neighbor as yourself."

All six of the key elements of the resolution align with, and can be derived from, the United Nation's Universal Declaration of Human Rights, which is attached as a supporting document. The Episcopal Church has strongly supported this landmark statement since it was initially proclaimed by the United Nations General Assembly in 1948.

The resolution also accords with and supports key positions of the Anglican Communion. As set forth in the Lambeth Human Dignity call of 2022, actions against the human dignity of God's children, including those against migrants and refugees, are sin, and hospitality to all and faithfulness to each are key marks of a godly community (1 Pt. 4:8-10). This statement is attached as a supporting document.

As a single, clear and direct positive statement of principle, the resolution draws together positions that have been affirmed in more than 50 General Convention and Executive Council resolutions over the years. Its concision and clarity will help us communicate our church's stance more effectively, build support, and work alongside other pro-migrant organizations toward a world in which fundamental human rights extend to all people. A listing of the previous resolutions that support Migration With Dignity, with links to their full text, is attached as a supporting document.

The resolution, taken as a whole, defines a much-needed, innovative response to the increasing challenge of global migration. Current approaches have proven inadequate to this challenge. Grave and serious mistreatment of ethnic minorities, migrants and refugees is currently on the rise both in the United States and globally in the midst of record migration across international borders. The number of international migrants grew to 281 million in 2020, meaning that 3.6% of the world's people lived outside their country of birth that year, according to the United Nations' International

Organization for Migration (IOM). With nearly 50 million immigrants* currently living within our borders, the U.S. leads the world as a destination for migrants.

*Including documented and undocumented immigrants regardless of when they arrived.

Submitted by the Rev. Matthew Buterbaugh on behalf of Province V

Supporting Documents

1. [The UN's Universal Declaration of Human Rights](#)
2. [The Lambeth Human Dignity Call of 2022](#)
3. Analysis showing that more than 50 General Convention and Executive Council resolutions over the years align with the Migration with Dignity Resolution (next page).

Supporting Document #3

This document aligns all of the [immigration and refugee policies listed on OGR's website](#) with the six “pillars” of the Migration with Dignity framework. (To read the complete version of a policy resolution, press “control” and click on the link provided.)

In some cases, it isn't easy to decide under which pillar to place a given policy, but all of the pillars are supported by the range of existing Episcopal Church policies.

(RGM) means that OGR lists a policy under the heading Refugees and Global Migration; the other policies are listed under Immigration Policy.

- Advocacy Subgroup, EMM Asylum and Detention Ministry Network - January 2023

Freedom of Movement

- Deplore any action by the Government of the United States which unduly emphasizes enforcement, including militarization of the border between the United States and Mexico, as the primary response to immigrants entering the United States to work. ([2006-A017](#))
- Urge the United States Government to implement policies and practices that extend the protection of asylum to such vulnerable persons. ([EXC022004.28](#))
- Maintain a just system of asylum for persecuted persons seeking safety in the United States. ([1997-D081](#))
- Call the US Congress to enact immigration legislation that recognizes the human realities of undocumented people in this country and that provides asylum for those fleeing political repression. ([1985-D113](#))
- Permit the orderly entry of legal workers to the US to respond to recognized labor force needs; ensure that close family members be allowed to enter or be reunited with individuals legally entering the US to accept employment; ensure that migrants working legally in the US be granted the rights and benefits accorded US workers, including the right to change employment. ([EXC062005.40](#))
- (RGM) Urge all nations, especially the United States, to actively accept vulnerable SOGIESC refugees and asylees, and not send them back to their countries of origin , where they face persecution, violence, prison and possible death. ([2022-D045](#))
- (RGM) Urge governments to expand refugee resettlement as a humanitarian response that offers individuals safety and opportunity; insist that the United States of America and all other nations to the best of their ability, contribute to resettlement, establish and maintain safe and orderly humanitarian protection for refugees, internally displaced persons, and other migrants seeking long-term solutions and safety. ([2018-D009](#))
- (RGM) We recognize that displacement due to climate change already happens and will increase, and we insist that our governments and the international community must commit to development of long-term protection solutions for persons displaced by climate change. ([2018-D009](#))

- (RGM) We will endeavor to learn and address root causes of migration and advocate for just solutions with Anglican/Episcopal, ecumenical, and interfaith partners. (2018-D009)
- (RGM) Affirm the universal right to seek asylum. (2015-D033)
- (RGM) Reaffirm the historic commitment of the Episcopal Church to the protection of refugees and asylum seeker. (EXC022004.28)
- (RGM) Advocate a generous program of refugee admissions. (1997-D018)
- (RGM) Commend efforts to resettle refugees and encourage Episcopalians to accept refugees in their communities. It urges fair treatment of Salvadoran and Haitian refugees and permanent status for political and economic refugees. (1982-A063)

Right to be Secure

- Advocate for a fundamental change to the way we process migrants, moving away from detention. (2022-D031)
- Oppose the U.S. government's increased use of electronic monitoring and surveillance of immigrants that can intrude on their privacy and sense of personal security. (2022-D031)
- Urge the US government to consider alternatives to a costly prison-like detention system for immigrants. (2009-B006)
- (RGM) Call upon The Episcopal Church to advocate for the protection of refugees, conflict resolution, and sustainable development in South Sudan and Sudan. (2015-B018)
- (RGM) Advocate for the United States government to play a positive role, to strengthen legal institutions through financial support, and to encourage the governments of Central America and Mexico to acknowledge and uphold the legal rights of the displaced, asylum seekers, and victims of crimes perpetrated by armed groups and/or state actors. (2015-D033)
- (RGM) Acknowledge the regional nature of this migration and call for a robust, holistic, regional humanitarian response from the U.S. government and its allies that addresses the root causes of violence in the Central America region (including the deportation policies of the US government, arms trafficking, and drug consumption in the United States). (2015-D033) (RGM) Support the right of women fleeing female genital mutilation to be granted refugee status and asylum in the US. (1997-C017)

Right of Equality

- While recognizing the duty and right of a sovereign nation to protect and defend its borders, adopt the following fundamental principles: Undocumented aliens should have reasonable opportunity to pursue permanent residency; Legal workers should be allowed to enter the United States to respond to recognized labor force needs; Close family members should be allowed to reunite without undue delay with individuals lawfully present in the United States; Fundamental U.S. principles of legal due process should be granted all persons; Enforcement of national borders and immigration policies should be proportional and humane. (2006-A017)

- Urge that the Congress to expand the temporary workers' programs to include all persons currently residing in the U.S. engaged in meaningful labor, as well as overseas workers offered employment in the United States through formal contractual arrangements in response to the labor needs of specific sectors of the economy; that temporary workers receive compensation and benefits parallel those available to other legal residents; have the option of adjusting to permanent resident status, based upon a specified period of residence in the United States. ([2003-C033](#))
- Support a welfare system that does not discriminate on the basis of marital status, age, legal immigrant status or ability to identify other parent. ([EXC021995.07](#))
- (RGM) In the event that people are forced to migrate, we insist that our governments address the drivers holistically, without racial, ethnic, socioeconomic status, sexual orientation, gender identity, physical or mental ability, health status, or religious prejudice. ([2018-D009](#))
- (RGM) Call upon governments to provide safety for their LGBTI residents and asylum for those seeking to emigrate from nations in which people are under threat of criminal penalties, imprisonment, torture, death, and/or mob violence on the basis of their LGBTI identity and/or advocacy. ([EXC022014.29](#))
- (RGM) Urge the U.S Government and international community to work to end discriminatory practices that leave women and children vulnerable to statelessness, including efforts to ensure equality between women and men in nationality laws and access to documentation, the promotion of birth registration, and greater efforts in the identification stateless persons so that their needs may be addressed. ([2012-B028](#))
- (RGM) Urge the US government to apply its refugee policies in a uniform and equitable manner without regard to the nationality, race or creed of those seeking refugee status. ([1994-A101](#))

Right to a Basic Quality of Life

- Urge for a halt to the implementation and intensification of inhumane and unjust immigration policies and practices i.e. family detention and separation. ([2018-A178](#))
- Call for an immediate end to the inhumane practice of family detention. ([2015-D033](#))
- Call upon The Episcopal Church to recommit to the spirit of the New Sanctuary Movement so congregations can assist immigrant individuals, unaccompanied minors, families, and communities in the absence of comprehensive, humane immigration reform. ([2015-D057](#))
- Commitment to humane and proportional immigration policies. ([EXC062014.08](#))
- Call for accountability and oversight to ensure detainees are provided with humanitarian treatment, adequate food and medical care and sanitary conditions. ([2009-B006](#))

Right to Access Services

- Provide community-based and community-supported alternatives to detention; fund non-governmental non-profit organizations to deliver case management support based on individualized needs assessments; Include referrals to community-supported services, especially legal services; treat asylum seekers and migrants with dignity, humanity, and respect, assuring that any restrictions and compliance obligations placed on participants are the least onerous possible. ([2022-D031](#))
- Urge all governments to keep their commitments and legal obligations to respect the rights and dignity of all people, including access to justice and social services, while recognizing the complexity of developing just immigration policies in any country, and the legitimate need to protect borders and address security threats to sovereign nations. ([2018-D009](#))
- Provide access to physical and mental health care to all in immigration detention, including to the full range of reproductive health care and sanitary products for women and girls. ([2018-A178](#))
- Advocate for increased access to and funding for legal orientation programs and legal representation for Central American refugees and asylum seekers. ([2015-D033](#))
- Urge Administration to provide: timely and readily available access to the child welfare system for detained parents; increased use of alternatives to detention for those individuals who pose no threat to society; the elimination of the detention bed mandate. ([EXC062014.08](#))
- Urge US government to ensure that needy immigrants are not unfairly denied essential services and benefits. ([1997-D081](#))
- (RGM) Urge the United States Congress to reform the Refugee Act of 1980 in order to modernize the nation's refugee program; Modernizations such as meeting the urgent needs of a diverse refugee population through specialized and extended case management, culturally and linguistically appropriate mental health services, recertification assistance for refugees with a professional background, restoration of federal benefits from 8 months to at least one year, housing and transportation assistance, and other innovative policies that create sustainable integration pathways for refugees. ([2012-B028](#))

Civil and Political Rights

- Advocate for our government to prioritize policies that will help reduce and eventually eliminate the need for detention and surveillance for virtually all migrants. ([2022-D031](#))
- Affirm comprehensive immigration reform to include: Keeping families together, Respecting the United States Bill of Rights, Honoring Human and Worker Rights, Providing a Pathway to Citizenship. ([2018-C033](#))
- Support U.S. executive policies that deemphasize immigrant enforcement action against those who have not committed felony crimes. ([2018-A178](#))

- Advocate through education, communication, and representation before legislative authorities the continuation of Temporary Protective Status (TPS) for all persons fleeing to or currently resident in the US seeking refuge from violence, environmental disaster, economic devastation, or cultural abuse, domestic abuse, or other forms of abuse. (2018-C033)
- Urge our members, as people of faith and people of conscience, pledge to challenge and question any unjust immigration law, policy, or practice that is inconsistent with our biblical mandate to “not wrong or oppress a resident alien” (Exodus 22:21). (2018-C009)
- Affirm our church’s support for U.S. executive policies that deemphasize immigrant enforcement action against those who have not committed felony crimes, and reaffirm our church’s support for congressional action for comprehensive and just reform of the broken U.S. immigration system. (2018-C009)
- Call for the immediate release of detained asylum seekers (particularly those who are LGBT, indigenous persons unable to communicate in English or Spanish, and persons who have disabilities or life-threatening illnesses). (2015-D033)
- Support automatic grant of citizenship by the country in which a person is born (“birthright citizenship”). (2015-D069)
- Deplore the unprecedented levels of detention and deportation carried out by the U.S. government against individuals who pose no threat to society. (EXC062014.08)
- Urge that when deportations do occur, individuals are repatriated in a safe and humane manner. (EXC062014.08)
- Support federal legislation that presents a pathway to citizenship for undocumented youth and young adults. (2012-D067)
- Urge the US government to terminate any program that allows or funds local law enforcement agencies enforcement of immigration law, thereby allowing immigrant victims of crime to report it without fear of deportation. (2009-B006)
- Urge the US government to establish a moratorium on roadside checkpoints and raids carried out by Immigration and Customs Enforcement (ICE) that tear families apart. (2009-B006)
- Urge the US Congress to enact comprehensive immigration reform to give undocumented persons who have established roots in the United States a pathway to legalization and full social and economic integration into the United States. (2009-B006)
- Urge the US government to allow undocumented youth who arrive as infants or children to pursue higher education and/or serve in the military in order to contribute to their communities and become citizens. (2009-B006)
- Permit undocumented migrants residing in the US at the time of the enactment of legislation to pursue legal residence and eventual citizenship if they are employed or responding to an offer of employment. (EXC062005.40)

Resolutions of Privilege & Courtesy

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 Listecki, 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.

Submitted by Graicey Van Spankeren, Chair of the Committee on Privilege and Courtesy