

DRAFT

172nd Annual Convention Minutes **of the Episcopal Diocese of Milwaukee October 19, 2019** **Madison Marriott West Hotel & Convention Center, Middleton, WI**

Table of Contents

Saturday, October 19th	
Roll Call & Determination of Quorum	2
Introductions/Bishop's Appointments	2-3
Approval of Minutes from the 171st Diocesan Convention	3
Dispatch of Business, Nominations and First Ballot	3-5
Parliamentary Moment and Call for Additional Resolutions	5
Bishop's Pastoral Address (See: Appendix I)	6
Call to Reconvene/Report and Consideration of Resolutions	7-8
Report of Executive Secretary	8-10
Report from Canon Peggy Bean, Canon of Congregations	10
Report from Ms. Amber Nelson-Smith	10
Report from Rev. Scott Leannah, Pres. Standing Committee	10-12
Lunch	12
Report of the First Ballot	12-13
Report on Hospitality Center	13
Introduction of New Clergy	13
2020 Diocesan Budget	13
Amendment to Rules of Order	14
Report of the Committee on Privilege and Courtesy	14-15
Report of the Second Ballot	15
173rd Convention of the Diocese of Milwaukee	15
Blessing and Dismissal	16

Appendix I -- Bishop's Pastoral Address

The Proposed 2020 Budget with supporting documents and the necrology will be reported separately on the Web Site.

172nd Annual Convention Minutes
of the Episcopal Diocese of Milwaukee
October 19, 2019
Madison Marriott West Hotel & Convention Center,
Middleton, Wisconsin

Saturday, October 19th

The Holy Eucharist

At 9:00 a.m. the Convention Eucharist was held in the Superior Room of the Madison Marriott West Hotel & Convention Center, Middleton, Wisconsin. Bishop Miller presented The Bishop's Shield Award to the Rev. Martha Berger (retired). An offering was taken with the plate going to support our ministry partner, Newala and the motor bikes. The total collection was \$1,622.00.

First Business Session

The Rt. Rev'd Steven A. Miller, President of the Convention and Presiding Officer, convened the 172nd Annual Convention of the Episcopal Diocese of Milwaukee at 10:55 a.m. on Saturday, October 19, 2019 in the Michigan Room of the Madison Marriott West Hotel & Convention Center, Middleton, Wisconsin.

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

Roll Call & Determination of a Quorum

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

Bishop Miller explained that "under our Constitution and Rules of Order, the Bishop is named President of the Convention. The Constitution and the Rules of Order also provide for the appointment of a President Pro-Tempore with approval of the Convention." Bishop Miller therefore appointed, as is the custom, the President of the Standing Committee, The Rev. Scott Leannah, St. Thomas of Canterbury, Greendale, as President Pro Tempore. The appointment, requiring approval from the Convention, was approved by unanimous voice vote.

Bishop Miller declared the Convention organized for business.

Introductory Business and Appointments

Bishop Miller introduced those on the dais:

The Rev. Scott Leannah – President Pro Tempore, Mr. Clyde Bachand – Diocesan Treasurer, The Rev. Marge Kiss – Executive Secretary, Mr. John Washbush – Parliamentarian, The Rev. Steve Peay, Ph.D - Dispatch of Business, and Mr. Stuart Parsons, Esq. – Chancellor

Bishop's Appointments

The Bishop made the following appointments requiring Convention approval:

Chancellor

Reappointment

Mr. Stuart Parsons, Esq.

Vice Chancellors

Reappointment

Ms. Elizabeth A. Orelup,
Esq.

New appointment

Mr. Mark Ehrmann, Esq.

Historiographer

New appointments

Rev. Steve A. Peay, Ph.D.

Mr. Randy Miller, Ph.D.

Mr. Christopher Paulson

Mr. Jason Loch

Parliamentarian

Reappointment

Mr. John Washbush

Commission on Ministry

Reappointments

Rev. Ian Burch

Rev. Dustin Fecht

Rev. Nancy Hills

Rev. Kevin Huddleston

Mr. Peter Luisi-Mills

Ms. Mary Thickens

New appointments

Rev. Pippa Lindwright

Ms. Jen Vettrus

Ms. Ashley Humphrey

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

Approval of Minutes from the 171st Diocesan Convention

Bishop Miller asked if there was any objection to waiving the reading of the minutes. Hearing none, he asked if there were any corrections or additions to the minutes of the 171st Convention of the Episcopal Diocese of Milwaukee. Hearing nothing further, Bishop Miller announced that the minutes were approved as presented.

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

Bishop Miller called on the Rev. Steve Peay, Ph.D., Dispatch of Business, for the report of the committee.

Rev. Peay noted that the Dispatch of Business is charged with the organization and operation of the business meeting; that, it includes, with the Parliamentarian, maintaining the Rules of Order. He pointed out that the Rules of Order have not changed recently and are included in the materials.

Rev. Peay reviewed the contents of the deputy folders for the following materials: Schedule, Ballots, Voting Cards, Rules of Order, Revised Resolutions, Budget with Non-operating 2020 Episcopal Transition Budget Information and General Convention Resolutions.

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

Nominations

Bishop Miller recognized Mr. John Washbush, Parliamentarian, to explain the nominations procedure, while the Very Rev'd Matthew Buterbaugh (St. Matthew's, Kenosha), Chair of the Committee on Nominations came to the podium.

Mr. John Washbush explained, to the deputies, the rules regarding floor nominations and balloting. The Very Rev'd Matthew Buterbaugh, Chair of the Committee on Nominations, announced the following positions and nominees:

Diocesan Treasurer

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

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

Title IV Disciplinary Board

One clergy person (priest) to be elected to a three-year term

The Rev. Dustin Fecht (St. Michael's, Racine) and the Rev. Seth Raymond (Hospitality Center and St. Luke's, Racine) were nominated to the clergy order. Hearing no other nominations, Bishop Miller announced that a written ballot was required.

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

Ms. Bevra Cole (Trinity, Baraboo); Ms. Sharon Henes (St. Dunstan's, Madison) and Mr. Jason Zapf (St. Matthew's Kenosha) were nominated to the lay order. Hearing no other nominations, Bishop Miller announced that a written ballot was required.

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

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

The Rev'd Jason LaVann (St. Luke's, Milwaukee) and Mr. Bruce Jacobs (St. Mark's, Milwaukee) were nominated. There being no other nominations, Bishop Miller asked for any objection to declaring the election to be by Unanimous Consent. Hearing none, Bishop Miller declared that The Rev'd Jason LaVann and Mr. Bruce Jacobs were elected by Unanimous Consent.

Executive Council

Two clergy persons for three-year term and one clergy person for a two-year term.

Two lay persons for three-year terms and one lay person for a one-year term.

For the Clerical Order:

The Rev. Steve Capitelli (St. Alban's, Sussex); The Rev. Kevin Huddleston (St. John's Burlington and Holy Communion, Lake Geneva) and The Rev. Pedro Lara (Christ Church, Delavan) were nominated for the three clerical positions. Hearing no other nominations, Bishop Miller announced that a written ballot was required.

For the Lay Order:

Ms. D'Arcy Becker (St. Andrew's, Madison); Ms. Joan Faull (Trinity, Mineral Point) and Mr. John N. Vogel (Trinity, Wauwatosa) were nominated for the three lay positions. Hearing no other nominations, Bishop Miller announced that a written ballot was required.

Standing Committee

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

For the Clerical Order:

The Rev. Kathy Monson Lutes (Trinity, Janesville); and the Rev. Dave Mowers (Trinity, Baraboo and St. John the Baptist, Portage); the Rev. Lars Skoglund (St. Aidan's, Hartland) and the Rev. Jana Troutman-Miller (St. John's on the Lake, Milwaukee) were nominated. Hearing no other nominations, Bishop Miller announced that a written ballot was required.

For the Lay Order:

Ms. Carlynn Higbie (Trinity, Wauwatosa) and Mr. Marcus White (Trinity, Wauwatosa) were nominated. Hearing no other nominations, Bishop Miller announced that a written ballot was required.

General Convention Deputies (2021 Convention)

Four clergy persons (priests or deacons) and four lay persons to serve at the 2021 General Convention

For the Clerical Order:

The Rev. Ian Burch (St. Mark's, Milwaukee); The Very Rev. Kevin Carroll (The Cathedral Church of All Saints, Milwaukee); The Rev'd Dr. Miranda Hassett (St. Dunstan's, Madison); The Rev. Nancy Hodge (St. Matthias, Waukesha); The Rev'd Marge Kiss (St. Thomas of Canterbury, Greendale); The Rev. Pedro Lara (Christ Church, Delavan); The Rev'd Kathy Monson Lutes (Trinity, Janesville); The Rev. Scott Seefeldt (Zion, Oconomowoc) and The Rev'd David Simmons (St. Matthias, Waukesha) were nominated. Hearing no other nominations, Bishop Miller announced that a written ballot was required.

For the Lay Order:

Ms. Janet Finn (Holy Trinity, Prairie du Chien); Ms. Sharon Henes (St. Dunstan's, Madison); Mr. Peter Larson (St. Paul's, Milwaukee); Mr. Rick Lutes (Trinity, Janesville); Ms. Tammy Prather (St. Bartholomew's, Pewaukee); Mr. J. Thomas Reeder (Holy Cross, Wisconsin Dells); Mr. William Robison (Trinity, Wauwatosa) and Mr. John Washbush (Trinity, Wauwatosa) were nominated. Hearing no other nominations, Bishop Miller announced that a written ballot was required.

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

Bishop Miller appointed the Rev. Kevin Huddleston (St. John's, Burlington and Holy Communion, Lake Geneva) as the Chair of Tellers. He recognized and thanked all who had volunteered to assist with this essential task.

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

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

A Parliamentary Moment

Bishop Miller recognized the Rev. Steve Peay, Ph.D., Dispatch of Business. Rev. Peay explained the procedures for how Old Business is taken up and how New Business would come before Convention.

Call for Additional Resolutions

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

Bishop Miller recognized The Rev, Scott Leannah, President Pro-Tempore.

The Rev. Scott Leannah, President Pro-Tempore introduced the Bishop

The Rev. Scott Leannah addressed the convention:

Dear Friends in Christ,

It is my honor to serve as President of the Standing Committee at this time in our common life. Part of my responsibility at convention is to introduce our bishop before he gives his pastoral address.

The Rt. Rev. Steven Miller, our shepherd, has demonstrated his love for Christ in many ways during his years of service and ministry in the diocese. He has sought to raise up formation and congregational development training for clergy and laity in our diocese. He has overseen our shared life in the diocese of Milwaukee during some of the more tumultuous and interesting times that our denomination has seen; he has worked as a leader to foster ecumenical relationships locally and globally. He has brought a level of financial transparency to our diocese that has brought greater openness and trust. His passionate advocacy for an end to gun violence has been a light for many, within the diocese and beyond, during these fragmented times in which we live. He has offered us creativity in ministry such as the developments in campus ministry at UW-Madison. He has made tough decisions such as the disposition of the Wautoma property where Camp Webb was formerly housed and this in turn has created a Christian Formation endowment that continues to bless our camping ministry and other formation ministries in the diocese. Our parishes have been visited by our bishop and have been encouraged by his preaching, teaching and sacramental ministry. Since he has announced his retirement at the end of 2020, our diocese will enter a time of transition and hope as well as a time of gratitude and reflection. As we reflect on our years with Bishop Miller and thank him for his ministry and service among us, we do so envisioning a church in the Diocese of Milwaukee that will always be marked by faithfulness, vibrancy and hope. Join me now as we prepare for our bishop's pastoral address. Brothers and sisters, The Rt. Rev. Steven Miller, 11th bishop of Milwaukee.

Bishop Miller's Pastoral Address

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

Greetings and welcome to this 172nd Convention of the Episcopal Diocese of Milwaukee. It is good that we are here. It is good to back in the City of Middleton, good to be back at Marriott, which while it does not have the same ambiance for worship as does the Noble Victory Memorial Chaple at St John's Northwestern, it is a better venue for doing the business of convention. the primary work God has given us to do this day, and a reminder that the church is not a building but the called out people of God, called to worship God in all times and places in prayer and service.

Please see Appendix I, for Bishop Miller's Pastoral Address

Bishop Miller called for a break at 11:53.

Bishop Miller Reconvened the Convention at 12:11

Report of the Resolutions Committee

Bishop Miller called on the Rev. Seth Raymond, Chair of the Resolutions Committee, to present the report of the committee.

The Rev. Seth Raymond reported that the Committee on Resolutions was charged with three tasks:

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

The Rev, Seth Raymond reported that the Committee on Resolutions had two resolutions for consideration:

Resolution I. – Canon 34 – Of Affiliated Organizations

Resolution II. – 2020 Clergy Minimum Compensation

Bishop Miller thanked the Rev. Seth Raymond and all the members of the Committee on Resolutions.

A Parliamentary Moment

Bishop Miller recognized The Rev, Dr. Steve Peay, chair of the Committee on the Dispatch of Business, for the purpose of clarifying the conduct of business.

Dr. Peay explained the procedures for amending and voting on resolutions. He then explained that voting would first be by voice, then cards and last by ballot. Deputies wishing to address the convention were to use any microphone taking all cards with them: the green card to speak **for** the resolution, the red card to speak **against** the resolution and the yellow card for procedural questions.

Consideration of Resolutions

Bishop Miller stated that the two resolutions before the convention would be dealt with in the order appointed.

Resolution I – Canon 34 – Of Affiliated Organizations

BE IT RESOLVED, that the following canon be established regarding non-parochial organizations affiliated with the Episcopal Diocese of Milwaukee:

Canon 34: Of Affiliated Organizations

Section 1. Organizations whose ministry, work, history, service or mission is in keeping with the values of the Episcopal Church and the Diocese may request affiliation with the Diocese, which affiliation shall be by written agreement between such organization and the Diocese with the prior approval of the Bishop and the Executive Council, in consultation with the Chancellor.

Section 2. The Secretary of the Diocese shall keep a current list of all active affiliated organizations which shall be published in the Convention Journal and made available to the public at large through the diocesan website or other appropriate means.

BE IT FURTHER RESOLVED that the Executive Council develop and implement necessary policies and procedures and report on implementation at the 173rd Convention.

The Resolutions Committee is charged to consolidate matters that address similar issues and substance. This substitute was developed in cooperation with the committee, the two original authors, and the chancellors of the diocese. The Resolutions Committee and other parties agree that this proposal meets the needs and intentions of the resolutions previously submitted and is an appropriate substitute.

Bishop Miller stated that Resolution I – Canon 34 – Of Affiliated Organizations had been placed before the convention and that because a Committee had brought the Resolution, it is considered moved and seconded.

Bishop Miller asked if there was any discussion on the resolution. Hearing nothing, Bishop Miller called for a vote on the resolution. The resolution passed as presented.

Resolution II Regarding 2020 Clergy Minimum Compensation

BE IT RESOLVED, that the clergy compensation levels for 2020 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 2.16%, whichever is greater. This calculated percent is derived from a blended formula consisting of four economic indicators (see explanation).

YEARS EXPERIENCE	MINIMUM TOTAL CASH COMPENSATION*
0 – 2 YEARS	\$57,746
3 – 7 YEARS	\$62,889
8 – 12 YEARS	\$71,461
13 – 18 YEARS	\$80,032

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

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

Submitted by Mr. Clyde Bachand

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

Bishop Miller asked if there was any discussion on the Resolution. Hearing nothing, Bishop Miller called for a vote on the resolution. The Resolution passed as presented.

Report of the Executive Secretary

Bishop Miller called on The Rev. Marge Kiss, Executive Secretary of the Diocese for a report mandated by the 79th General Convention (2018).

The Rev. Marge Kiss stated that the 79th General Convention passed the following resolutions, which make changes to the Constitution of the Episcopal Church, that to be enacted, they must be presented to all Diocese of Milwaukee. She noted: *I will Not be reading them. Instead, in your packet there is a set of papers. The top one is part of a letter from the Rev. Canon Michael Barlowe, Secretary of General Convention, to the Diocesan Bishops and to the Secretaries to Diocesan Conventions requiring this reading. I will introduce the Resolution and then give the explanation of or rationale for the Resolution.*

A063: Amend Article X of the Constitution of the Episcopal Church (First Reading)

Explanation:

This Amendment proposes a system to authorize additional and alternative texts to supplement the Book of Common Prayer. Some of the texts may be useful in the preparation of a new revision of the Prayer Book, while others will continue to supplement the Prayer Book, allowing for additional forms of prayer to be available to the Church. It is not intended to preempt or stop Prayer Book revision; instead, it is to give the Church more flexibility in their approach to worship, and the General Convention a more transparent criterion for authorizing such worship.

A089: Amend Articles VI and VIII Regarding Full Communion

Explanation:

These changes are proposed to reflect being in **full** communion rather than communion to remain consistent throughout our Constitution and Canons.

A122: Amend Article IX to Change Removal to Admonition

Explanation:

In 1994 “removal” was eliminated from **Title IV of the Canons** as a sentence (Canon IV.14.27 of Constitution and Canons, 1994) and Admonition was added as a sentence (Canon IV.12.1(a) of Constitution and Canons, 1994) but the reference to removal in **Article IX** of the Constitution was not changed.

A150: Amend Article 1.2 of the Constitution

Explanation:

The amendment in the first sentence makes the use of the term “Bishop Suffragan” consistent throughout the Constitution and Canons. The final sentence clarifies the meaning of “exercising” or “having” jurisdiction, including jurisdiction over areas that are not dioceses such as Navajoland, the Convocation of Episcopal Churches in Europe (over which the Presiding Bishop exercises jurisdiction), and Guam (over which the Presiding Bishop exercises jurisdiction.)

A151: Amend Article II 4-8 of the Constitution

Explanation:

- 1) The amendments make the titles of bishops consistent throughout the Constitution and Canons.
- 2) The amendment to Section 5 clarifies that a Bishop Suffragan may be placed in charge of a diocese and exercise jurisdiction as the Bishop Diocesan Pro Tempore until a successor is consecrated if the Bishop Diocesan dies, resigns or is removed from office or until the Bishop Diocesan returns to office if the absence is temporary.
- 3) The amendment to Section 8 clarifies that a total of five years of combined service, served consecutively, as Bishop Coadjutor and then Bishop Diocesan is required before the bishop may be elected elsewhere.

A152: Amend Article III of the Constitution

Explanation:

This amendment corrects a typographical error.

A153: Amend Article IV of the Constitution

Explanation:

This amendment makes the titles of bishops consistent throughout the Constitution and Canons.

A176: Amend Article V – Second Reading (Note: this is actually a first reading, because there was a floor amendment in 2018 and therefore must be read again in 2021)

Explanation:

In response to the actions of the 78th General Convention (D003), the Secretary of General Convention hereby submits this amendment for proper reading.

A183: Amend Article IX – First Reading

Explanation:

Currently, the Constitution requires that Priests and Deacons be tried by Courts created by each Diocesan Convention. The result is that there are over 100 disciplinary structures to carry out Title IV proceedings that require filling a minimum of 12 people and often many more. This amendment would allow for the possible creation of provincial, church wide or other ways of providing for the discipline of Priests and Deacons besides by each and every diocese without requiring any changes to the current diocesan system.

Bishop Miller asked if there were any questions. Hearing nothing, he thanked Deacon Marge for her report.

Report – Canon Peggy Bean, Congregational Development

Canon Peggy presented to the parishes in the Episcopal Diocese of Milwaukee a project that would highlight both the basic demographics of the parish and its key ministries – a baseball card. She noted that the data would not only be helpful to the search committee as they prepare a description of the diocese for the applying candidates, but also to the candidates as they discern a call to be Bishop XII in the Milwaukee diocese.

Report on Haiti – Ms. Amber Nelson-Smith

Ms. Amber Nelson-Smith reported that in spite of political and economic unrest within Haiti, the 35 year partnership with St. Marc’s in Jeannette has “yielded a harvest” of:

- a generation of literate parents
- access to water
- improved agricultural procedures
- improved health
- 100% of 9th grade and senior students passed National Exams

She expressed appreciation for the past level of support and asked that donor gifts of \$500.00 to sponsor a child’s education continue to insure better learning opportunities for each student.

Report from Rev. Scott Leannah, President of the Standing Committee

We on the Standing Committee are grateful to be of service to the diocese at this pivotal time in our common life. As you may know, when a bishop announces their retirement, as ours has, it is the role of the Standing Committee in the Episcopal Church to implement and oversee the process that leads to the election of our next bishop. I’d like to thank our bishop for time to offer a brief report

Your Standing Committee members are: Dr. Jamie Cairo, Ms. Celia Fine, The Rev. Andy Jones, The Rev. Gary Manning, Ms. Tammy Prather, Dr. Sheryl Slocum, The Rev. Elizabeth Tester and me, The Rev. Scott Leannah.

We have worked hard this year, and we have acted uniformly and, for the most part, unanimously. Today we will say thank you to two members whose terms are ending: Dr. Jamie Cairo and The Rev. Elizabeth Tester.

On Tuesday, August 13, Bishop Miller and Bishop Todd Ousley, Bishop of the Office for Pastoral Development, met with the Standing Committee. Bishop Miller communicated to us his decision to retire at the end of 2020. Bishop Ousley, the Church's lead person in facilitating such transitions, painted for us in broad strokes the process that is just now beginning to unfold.

In the following weeks, we engaged with our bishop about his timeline for ending his ministry among us and other details related of his retirement. We continue to be in conversation with him about this.

Please look in your packets today and you will find a brief bio and photo of The Rev. Ann Hallisey. When Bishop Ousley was talking with us about hiring a consultant, he expressed hope that The Rev. Hallisey would be open and available to working with us. He expressed admiration for her work in guiding other dioceses through episcopal search processes, and he also expressed the view that many of her other areas of expertise would be especially helpful to us as we embark on this journey. We did our due diligence, interviewed other candidates, and we unanimously chose Mother Ann. She readily accepted. We could not be more pleased. To date, I've had two telephonic meetings with her, and we are looking forward to further work with her. She will lead both a Search Committee retreat and our annual Clergy retreat in January. She is providing us with many tools, insights and suggestions already.

Here is the basic process for an episcopal search as laid out by both Bishop Ousley and Mother Hallisey:

First, we were tasked to find and engage a diocesan consultant. This has been accomplished.

Next we begin to work on the creation of a Search Committee. This group will engage in a variety of tasks that will help us prepare to call a new bishop. We are envisioning a process that will involve deep listening and appreciative inquiry at every parish, take a thoughtful look at the history and systemic issues within our diocese, and we also plan to conduct a diocese-wide survey. Along with this there will be work on creating a diocesan profile and a host of other tasks related to making known our desire to call a new bishop after Bishop Miller's retirement. This group will ideally have 14 to 15 members, chosen and appointed by the Standing Committee.

Aided by our diocesan consultant, we will work to ensure that all the pieces are moving as they should.

As we get a bit further along in the process, we will create a Transition Committee. This group will be appointed by the Standing Committee and consist of around 12 individuals. This group will work with the details of visits by candidates, walk-about and meetings (and venues) in the diocese, hospitality, and the other details related to the search. This group will also help with the many logistics that can be a part of this process, including the venue for and liturgy of consecration.

You may be wondering about our timeline. The answer is we don't know. This will take as long it takes to have a healthy, open process marked by discernment, integrity, prayer and clarity. I can say with a good deal of confidence that we'll have a new bishop in the year 2021. Our promise to you is that we will do all we can to ensure that all goes well and is done in accordance with the canons and constitutions of the church, our diocesan canons, and with clear communication and openness.

How much will this cost our diocese? We have been told by Bishop Ousley that for a diocese of our size it is reasonable to expect to spend about \$200,000 for everything, from start to finish. This may strike you as a lot of money, because it is. However, this is the reality of a search process based on the best practices outlined by Bishop Ousely's office and the Episcopal Church. As Bishop Miller indicated earlier in his pastoral address, our diocesan budget has \$75,000 earmarked for this expenditure. The plan is to take the remaining funds that we need from diocesan savings for this process. Our hope and recommendation is that future diocesan budgets will begin to include a line with funds allocated for the consecration of the 13th bishop so that the next time we do this we'll have the funds for an election process readily available.

Finally, let me thank you for the trust you place in us and our work at this important time in the life of our diocese. Please know that we take this responsibility very seriously and conscientiously. We will engage in a process that is thoughtful, careful, prayerful, transparent and founded on our conviction that the Episcopal Diocese of Milwaukee is a vibrant and hopeful witness to the presence of Christ in this corner of God's vineyard. Is there a lot to do? Absolutely. Are there some serious situations that require attention? Yes, there are. At the same time, we are in an exciting time in the life our diocese. Creative approaches to worship, service, outreach and formation are taking place all across this diocese. Our goal as we move forward with our important work is that we will communicate both the urgency and hope that define our common life here and now.

Thank you and please keep us in your prayers. Know that we pray for you every time we gather.

Bishop Miller announced a lunch break at 12:55.

Bishop Miller reconvened the meeting at 1:50.

Report of the First Ballot/Need for a Second Ballot

Mr. John Washbush, the Parliamentarian, reported the results of the first ballot:

Title IV Disciplinary Board (Clergy)

Rev. Seth Raymond

Title IV Disciplinary Board (Lay)

Ms. Bevra Cole

Ms. Sharon Henes

Standing Committee (*Lay*)

Mr. Marcus White

Executive Council (Clerical)

Rev. Pedro Lara

Rev. Steve Capitelli

Rev. Kevin Huddleston

Executive Council (Lay)

Mr. John Vogel

Ms. D'Arcy Becker

Ms. Joann Faull

General Convention Deputy (*Clergy*)

Rev. Scott Seefeldt (Chair)

Rev. Pedro Lara

General Convention Deputy (*Lay*)
Mr. John Washbush (Chair)
Ms. Sharon Henes
Ms. Tammy Prather

Bishop Miller announced that a second ballot was required for:

Standing Committee (Clergy)
General Convention Deputy – (Clergy)
General Convention Deputy – (Lay)

Mr. John Washbush, Parliamentarian, explained the process for the second ballot. The lay deputies and clergy completed the second ballot and the tellers collected them.

Report on Hospitality Center

The Rev. Seth Raymond expressed his appreciation for the passing of Canon 34 noting how it will benefit the Hospitality Center more clearly defining its mission and affording financial support. He also noted the various changes in operation and personnel and its relationship to the community.

Introductions

Bishop Miller recognized the following clergy, new to the diocese:

--Rev. Pippa Lindwright, St. Mary's, Dousman
--Rev. T. J. Humphrey, St. Paul's, Beloit
--Rev. Melesa Skoglund, St. Andrew's Madison

2020 Diocesan Budget – A Parliamentary Moment

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

Bishop Miller recognized Mr. Clyde Bachand, Treasurer of the Diocese, for the budget report.

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

Mr. Clyde Bachand summarized the 2020 Diocesan Budget specifically noting the pie charts. He also clarified the “adjusted” budget in the convention packets, that it delineated how the monies for the transition period were derived.

Mr. Clyde Bachand felt that the 2020 Diocesan budget was fiscally prudent.

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

Bishop Miller asked if there was any debate on the budget

Seeing no one at the microphones, Bishop Miller called for a vote to adopt the 2020 budget. It passed by voice vote.

Bishop Miller thanked Mr. Clyde Bachand for his report and his diligent work on the budget.

Bishop Miller also voiced his appreciation for all past diocesan treasures and finance officers who helped him to reach and keep the goal of financial transparency

Amendment to Rules of Order

Mr. John Washbush brought a recommendation to the convention to amend the Episcopal Diocese of Milwaukee Rules of Order, page 3, Roman numeral III. He noted that currently, *“All proposed legislation and debatable resolutions, signed by the proposer, shall be submitted in writing to the Secretary of the Convention at least 60 days in advance of the convening Convention.”*

Mr. Washbush felt that with the technology of today, proposed materials could be in sooner, perhaps 45 days in advance.

Mr. John Washbush moved and it was seconded by the Rev. Seott Leannah that the time for legislation and debatable resolutions to be submitted in writing to the Secretary of the Convention be adjusted to 45 days.

The motion carried.

Report of the Committee on Privilege and Courtesy

Bishop Miller recognized Ms. Kris Reed (St. Thomas of Canterbury, Greendale) for the reading of the Privilege and Courtesy Resolutions.

The Ms. Kris Reed presented the following:

172nd Annual Convention of the Diocese of Milwaukee The Resolutions of Courtesy and Privilege October, 19, 2019

BE IT RESOLVED that this 172nd annual Convention sends its blessings and good wishes to the Planning Committee for this Convention, members of the diocesan altar guild,

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 and today's registration.

BE IT FURTHER RESOLVED that thanks be given to our Chair of Resolutions Committee and the Committee on Constitution and Canons, Mr. Stuart Parsons, Esq. Chancellor; to the Chair of the Nominations Committee, the Very Rev. Matthew Buterbaugh; the Diocesan Treasurer, Mr. Clyde Bachand; the Parliamentarian, Mr. John Washbush; for their assistance and leadership in many ways, visible and invisible.

BE IT FURTHER RESOLVED that this gathering extend its greeting and prayers to the members and clergy of Trinity, Platteville as they celebrate their 150th year of ministry.

BE IT FURTHER RESOLVED that this gathering extend its greeting and prayers to the members and clergy of St. Mark's, Milwaukee as they celebrate their 125th year of ministry.

BE IT FURTHER RESOLVED that this gathering extend its greeting and prayers to the members and clergy of St. Andrew's, Monroe and St. Barnabas, Richland Center as they celebrate their 75th year of ministry.

BE IT FURTHER RESOLVED that this gathering extend its greeting and prayers to the members and clergy of St. Christopher's, River Hills as they celebrate their 60th year of ministry.

BE IT FURTHER RESOLVED that this gathering extend its greeting and prayers to the Rev. Wayne Fehr and the Rev. Judith Cirves as they celebrate the 30th anniversary of their ordination.

BE IT FURTHER RESOLVED that this gathering extend its greeting and prayers to the Rev. Mary Limbach, the Rev. Ellis Dean Hekel and the Rev. Laura Norby as they celebrate the 25th anniversary of their ordination.

BE IT FURTHER RESOLVED that this gathering extend its greeting and prayers to the Rev. Martha Berger, this year's Bishop's Shield recipient.

BE IT FURTHER RESOLVED that this Convention extend its greetings and offer the prayers of its members to the clergy and people of our Companion Diocese, 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 Haiti, our longtime partners in mission.

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. Peter Rogness, Bishop of the South Central Wisconsin Synod, and to Rev. Jim Arends, 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, 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 Reverend Jerome ListECKI, Archbishop of the Milwaukee Archdiocese, and to the Most Reverend Bishop Donald J. Hying, Bishop of the Madison Diocese, and to the people and clergy of all its 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 bishop, the Right Reverend William Jay Lambert and his wife, May Ruth.

BE IT FURTHER RESOLVED 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.

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

AND FINALLY, BE IT LIKEWISE RESOLVED that this 172nd Convention of the Diocese of Milwaukee express its gratitude for the leadership, dedication and pastoral guidance of our bishop, the Right Reverend Steven Andrew Miller, D.D., consecrated 16 years ago on October 18th and let us recommit ourselves to pray that the Holy Spirit continues to strengthen and direct his ministry with us and among us.

Bishop Miller asked for a motion to accept the Privilege and Courtesy Resolutions as one entity. It was so moved and seconded. Bishop Miller called for a vote. The Privilege and Courtesy Resolutions carried with a unanimous voice vote.

Other Reports

The Rev. Kenneth Miller spoke briefly about the 2020 EYE in Washington, D.C., July 7-11.

The Rev. Miranda Hassett spoke briefly about youth at St. Dunstan's, Madison and MINTS.

The Rev. Mindy Valentine Davis spoke briefly about the 150th anniversary of St. James', West Bend.

The Rev. Scott Leannah asked that all current members of the Standing Committee and those elected to the Standing Committee today meet immediately after the convention to carry out some outstanding business.

Second Ballot Results

Mr. John Washbush reported the results of the second ballot:

Standing Committee (Clergy) – Rev. Jana Troutman-Miller

General Convention Deputy – (Clergy) – Rev. Miranda Hassett and Rev. Ian Burch

General Convention Deputy – (Lay) – Mr. William Robison

Bishop Miller announced the election concluded. He thanked all who ran for office.

173rd Convention of the Diocese of Milwaukee

Bishop Miller announced that the 173rd Convention of the Episcopal Diocese of Milwaukee will be at All Saints Cathedral and the Astor Hotel, Milwaukee, WI on October 2nd and 3rd, 2021.

Bishop Miller asked the convention to fill out the Evaluation and Feedback Sheets that were in each folder.

Blessing and Dismissal

Bishop Miller asked the Rev. Martha Berger to adjourn the 172nd Convention of the Diocese of Milwaukee. Rev. Martha Berger so moved. It was seconded by many. Bishop Miller noted that adjournment was not debatable and so called for a vote. The motion carried by unanimous voice vote.

Bishop Miller offered a final prayer and his blessing.

The convention was dismissed by The Rev'd Marge Kiss: *Go in peace to love and serve the Lord.*

The meeting adjourned at 2:40 p.m.

Respectfully Submitted,

Rev. Margaret M. Kiss, Deacon
Executive Secretary

Appendix I Pastoral Address –2019

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

Greetings and welcome to this 172nd Convention of the Episcopal Diocese of Milwaukee. It is good that we are here. Good to back in the City of Middleton, good to be back at Marriott, which while it does not have the same ambiance for worship as does the Noble Victory Memorial Chapel at St John's Northwestern, it is a better venue for doing the business of convention, the primary work God has given us to do this day, and a reminder that the church is not a building but the called out people of God, called to worship God in all times and places in prayer and service.

Allow me to begin by thanking the staff who with me serve you the people of the Diocese of Milwaukee: Peggy Bean, Canon for Congregations; Patty Jaffke, Office coordinator, Barb Klauber, Administrative Assistant, Sara Bitner, Communications Officer, Kevin Stewart, Missioner for Community Engagement, and Marge Kiss, Secretary of the Diocese and finance assistant.

This year has seen changes at Nicholson House, with the retirement of Marlene Udovich who served us faithfully for several years as our Finance officer and the decision to outsource the majority of accounting work to Numbers for Not for Profits, a group used by a number of parishes and ministries of the Diocese. This transition is on-going and will need to be evaluated each year to see if this is best way to address these tasks. An additional change is the roll out of the new parish review process overseen by Mike Weber of the Finance Committee. Early reports are that this is going very well and that congregations appreciate both the reduced cost of these canonically required reviews and that they are being done on site.

More changes are in the offing, Peggy Bean will go to half time at the beginning of the year rather than retire as was earlier discussed so that we can continue our excellence in serving congregations through the search process and our support of clergy in Redeveloping Congregations and in our fresh start program. I am grateful that she will stay with me through the end of my episcopate. I anticipate appointing an interim Canon to the Ordinary to assist me in pastoral care of clergy, and oversight of property and other on-going projects before the end of the year.

Of course, the big change in the offing as you are well aware is my plan to retire at the end of 2020. Yesterday, I celebrated the 16th anniversary of ordination and consecration as bishop in the Church of God and the 11th bishop of Milwaukee. I have been touched by a number of you who have told me I am too young to retire and that you have been grateful for my ministry. While my ministry as 11th Bishop does not end until next year it is clear that this is liminal time. In the words of one of my favorite songs from the nineties "every new beginning comes from some other beginnings end."

This address, my penultimate one, God willing, as your Bishop Diocesan is the 17th time I have addressed you as such. I am grateful to God, to you and to my family for your love and support these past years. At the heart of my ministry as your bishop has been this mission --strengthening congregations and forming disciples to do the work of the kingdom.

As I reflect on that mission, I believe one area where we have had particular success is in strengthening congregations. Congregational Development was a clear priority in the profile that led to my election as your bishop. I have addressed this priority as promised through CDI, Leadership Days, Wardens in Transition gatherings, our partnership for debt reduction with St. Aidan's, Hartford, St. Bartholomew's, Pewaukee and St. Mary's Dousman, and now our redevelopment partnerships with Zion, Oconomowoc, St. James, West Bend, St. Thomas of Canterbury, Greendale, and St. Luke's Bayview. Earlier this month, I made my episcopal visitation to St. Luke's, Bayview. It brought me great joy to gaze out on a full church of people of all ages. As a result of our partnership with them St. Luke's is now stronger, younger, numerically larger and more connected to their neighborhood than any time in recent memory. We are now seeing the pay-off of years of building relationship with leaders, trust between the congregation and the diocese, and partnership rather than congregationalism. Similar strides are being made in other places as well. I thank the Commission on Mission and Development and Peggy Bean, Canon for Congregations for their labors in service to the Gospel as well as the clergy who have committed themselves to serve in these congregations.

Another ministry that has been strengthened is St. Francis House. When I became your bishop St. Francis House was a parish of the Diocese hemorrhaging its endowment. Now 16 years later not only is that ministry on a firm financial footing earning with over \$200,000 a year in income from the TENOH 1 project but this investment has not only also fully restored the St. Francis House endowment but has provided an additional endowment for campus ministry in other parts of the Diocese of Milwaukee.

One area where we have not had as much success is in Christian Formation. Early in my episcopacy we addressed our outdoor camping ministry Camp Webb and moved it from being a drain on diocesan resources to a sustainable ministry I am pleased to report that we have had another successful year. The challenge is that in its current configuration we have reached capacity. I feel good that we have a viable outdoor ministry but I believe one of the challenges for the 12th bishop will be to expand and deepen Christian Education and Formation for all ages. To do so will require a willingness to try new strategies to make our congregations learning communities that hear, read, mark, learn and inwardly digest holy scripture and invest in technology in service of this goal. This is particularly important in a time such as this when many dilute and distort the biblical message to suit their own ideological perspective. And it is imperative if we all are to be about the living in the way of Love by doing the work for the kingdom.

Across this diocese we have seen a renewed commitment to kingdom work. We are busy people serving the poor, working for racial justice, partnering with ecumenical and interfaith colleagues in the work of advocacy. But we need to be more clear about the motive for our actions. We love because Christ first loved us. We serve because Jesus came among us as one who serves. And He is the model for our life in all circumstances.

Without Christ we are just a bunch of good deed doers no different than Rotary, Kiwanis, Lions or any other philanthropic organization. There is nothing wrong with doing good deeds but we are also called to give and share the reason for the hope in us. The early church grew because people saw its members living kingdom lives living according to God's values and when asked sharing with them the reason they lived as they did. What might our Diocese and nation be like were we bolder in sharing our faith with others.

34 years ago, as a young priest, I had the privilege to hear the 25th Presiding Bishop John Maury Allin address the convention of the Diocese of West Missouri. His retirement was just six weeks away. Addressing the Convention, Bishop Allin reflected on his ministry which he described as traveling with the presiding bishop, stating that Presiding Bishop was a portfolio that he carried and one which would be passed on to his successor. For that reason he sought to exercise that ministry in such a way that the ministry of his successor would be enhanced.

That address is perhaps the most memorable of any I have heard throughout my ministry and it is certainly one that has had a great influence on me. The result has been that as I have gone about ministry as a vicar, rector, and bishop I have seen those offices I have held as a portfolio of which I am steward. The question I have always asked myself, the question that has shaped my decisions has been what should the vicar of Boonville and Fayette, the rector of Gordonsville, the rector of St. Alban's and now the Bishop of Milwaukee do? That is because ministry is about doing the task God has given us to do to build up the Body of Christ.

Throughout my ministry, my goal has been to leave each office I have held and each portfolio I have passed on healthier and stronger.

Over the next year my commitment made to you last year to finish strong means that my principal focus will be completing those tasks and making decisions that will leave this diocese stronger and better equipped for the future. To do this I need your help. One way you can help is by passing the proposed Canonical Amendment (which is actually a new canon.) found in your packet. It reads:

BE IT RESOLVED, that the following canon be established regarding non-parochial organizations affiliated with the Episcopal Diocese of Milwaukee:

Canon 34: Of Affiliated Organizations

Section 1. Organizations whose ministry, work, history, service or mission is in keeping with the values of the Episcopal Church and the Diocese may request affiliation with the Diocese, which affiliation shall be by written agreement between such organization and the Diocese with the prior approval of the Bishop and the Executive Council, in consultation with the Chancellor.

Section 2. The Secretary of the Diocese shall keep a current list of all active affiliated organizations which shall be published in the Convention Journal and made available to the public at large through the diocesan website or other appropriate means.

BE IT FURTHER RESOLVED that the Executive Council to develop and implement necessary policies and procedures and report on implementation

This Diocese throughout its history has started a number of wonderful ministries that have grown and flourished to the point that to expand their reach in mission and to increase their funding sources eventually became separate entities with no formal relationship with the Diocese.

Among them are Neighborhood House originally the Episcopal City Mission, Our Next Generation, formerly known as the Homework Club, the Gathering and many others. As a result in time these organizations lost much of their connection with the Diocese because of the need for broader funding streams.

The resolution before us comes from two sources most importantly the director of one of our most successful new ministries The Hospitality Center at St. Luke's, Racine which now operates five days a week serving the poor and marginalized in that City. They need this resolution. It is a permissive resolution. The operative word is may. I encourage you to pass it.

I also need you to pass the budget as presented. This year's budget is in two parts. The first is our standard operating budget. The second is the Non-operating episcopal Transition budget which makes us of funds set aside for this purpose in a designated savings account and monies saved over the years by good stewardship and underspending line items in the diocesan budget. Unspent monies at the end of the fiscal year are placed into unrestricted savings. So while not specifically saving for a n episcopal election and transition we have accumulated enough savings through careful stewardship of expenditures to cover the cost. Your finance committee a nd Executive Council endorse this approach and we ask your concurrence.

When I became your bishop 16 years ago, I was presented with a number of situations and challenges that had been kicked down the road. One of them was, as I previously mentioned, our outdoor camping ministry and the property associated with it. But this was not the only one. It is easy to go into a giant holding pattern in an episcopal transition "Let the next bishop deal with it. Such behavior does not serve the Diocese well.

My plan this next year is to tie up as many loose ends as possible without tying the hands of my successor or creating difficulties for them.

One thing to pay attention to is that in 2022 this Diocese will celebrate its 175th anniversary. To that end I have appointed a history commission to begin work on writing a new history of the Diocese and continue the work once done by a lone historiographer. I have also made a request of the Presiding Bishop's office to make his Diocesan Visitation in that year. Over the next year, I invite you to think about how you want to commemorate this anniversary and renew our commitment to work in this part of God's world and share your ideas with me.

Speaking of Michael Curry, he was scheduled to make his diocesan visitation next year. While that time is best used with your new bishop and a request has been made for his presence in 2022 for the 175th anniversary, Michael Curry still wants to join us next year to preach at the Convention Eucharist and join in my farewell.

Earlier this fall, I represented you along with the Rev. Oswald Bwecha, at the tenth anniversary celebration of our companion Diocese of Newala in the Anglican Church of Tanzania. It was a joyous celebration. I am pleased to report to you that their love and affection remains strong.

While there, Bishop Oscar gave us a tour of the construction of the new cathedral and shared with us his plan to dedicate one of the entrance pillars to the Diocese of Milwaukee in appreciation for our support.

We also had the privilege of meeting many of the Tanzanian bishops who were present for the ceremony strengthening the bonds of affection between our Churches. These international relationships outside of the Episcopal Church are important. Because the diocese is growing they need our help in buying more motorcycles "piki piki's" and an SUV for the bishop to make his visitations. The offering for this convention will be dedicated to this purpose. I ask you to give generously. I also anticipate making an appeal to you in the coming year to address this need.

As I began with thanksgiving allow me to end this address with thanksgiving. Thank you to our clergy musicians for playing at the Eucharist this morning. We are blessed at our annual clergy conference by their ministry and it is so joyous and moving I wanted to share it with all of you. Thank you to my daughter Haley and her besties Kimberly Gibson and Kelsey Pulera for providing our special music for today.

And finally, I want to say a special thank you to my wife, Cindy.

In the bulletin for the consecration of eleventh bishop of Milwaukee is printed this dedication, "The flowers at the Statue of Mary and Jesus are given by the bishop-elect in Thanksgiving to God for the Life and witness of his wife, Cynthia Celeste Presley Miller with gratitude for her love, prayers, and friendship, for without her support this day would not be possible."

Since our first meeting over 30 years ago in Fayette, Missouri Cindy Miller has encouraged, pushed, and supported me to dream bigger and be bolder. Her witness against Gun Violence through her participation in the Million Mom March in Washington, DC and her support of the Brady Campaign was the inspiration that led to my own activism and the founding of Bishop's United Against Gun Violence. She has also helped me to see and understand the perspective of others whose views and opinions differ from my own.

Reflecting on that flower dedication some sixteen years later, another word should have been added: sacrifice. Leaving behind, friends, a faith community, and a business so that your husband could respond to God's call was most definitely a sacrifice particularly when it involves Wisconsin winters and a husband who is often on the road.

I want you all to know how grateful I am for her. And I want you to know what a blessing she has been to us all. (Cindy would you please come forward.)

My first bishop at the end of his episcopacy presented his wife with a bishop's shield award for that Diocese. And I wanted to similarly honor Cindy. But I learned something from this year's bishop's shield recipient Martha Berger. Just as you don't give a bishop's wife a cheese-head. You don't give your wife a shield. So Cindy in thanksgiving for all you do. These are for you.