

Diocese of Milwaukee
Executive Council Minutes
April 1, 2017 10:00 a.m.
Zion, Oconomowoc

Present: The Rt. Revd. Steven A. Miller; Mr. Clyde Bachand, Diocesan Treasurer; The Rev'd Dr. Jonathan Grieser; The Very Rev'd Andrew Hanyzewski; Ms. Jill Heller; The Very Rev'd Andrew "Andy" Jones; Mr. Peter Larson; Ms. Meredie Scrivner; The Rev'd David Simmons, President of the Standing Committee; Mr. John Washbush; Ms. Kristen Wold and The Rev'd Chuck Zellermayer

Others present: Canon Peggy Bean, Canon for Congregations and Ms. Marlene Udovich, Financial Officer

Guests: Ms. Beth Doescher (Treasurer) and Ms. Lisa Smallwood (Sr. Warden) representatives from Church of the Good Shepherd, Sun Prairie

Absent: The Rev'd Seth Dietrich; The Rev'd Elizabeth Tester; Ms. Janice Watter and the ex-officio members (attendance is optional): The Rev'd Jana Troutman-Miller, President, Commission on Ministry and Mr. Patrick Johnson, President of Trustees of Funds & Endowments

At 10:02, Bishop Miller opened the meeting in prayer. He also noted that we are to be "Fools for Christ." (April 1st, April Fool's Day)

Discussion regarding concerns that arose out of the e-mail vote:

--Clarify Canonical concerns around using email to conduct Executive Council Business, ensuring that we are in compliance with the Canons as we go forward.

--Look at the Behavioral Norms for Executive Council Meetings, determining if these norms adequately reflect our calling to be The Church even when we meet to do The Church's business.

--Review the memorandum from the Chancellor of the Diocese on the alienation of property clarifying whose authorization is required to sell property held by the diocese

Canonical Concerns

The Very Rev'd Andrew "Andy" Jones, Vice-President of the Executive Council, led the discussion. He noted that, during the course of engaging in a vote to select a realtor to list the Mequon property for sale, Mr. John Washbush, the diocesan parliamentarian raised a Canonical concern—Executive Council business cannot be done via e-mail.

The ensuing discussion brought up the following:

--Is conducting business the same as a "meeting?"

--Are we splitting hairs?

--The need to bring in professional opinion and insight rather than simply debate the issue among members.

--The importance of simultaneous conversation in which all are engaged actively, feedback is possible and a quorum is established.

As a result of the discussion it was agreed that:

For now:

--The Executive Council will commit to following the Canons based on prior interpretation and, therefore, are not empowered to do business via e-mail.

--The Executive Council will agree to a 48 hours' notice of a meeting using a medium allowing simultaneous conversation and will establish a quorum.

At a later date:

--There will be a review of the Canons to explore, and possibly adjust them, to include other ways of conducting business.

Canon Peggy Bean asked to have the medium established and she offered to set up "zoom" for the Executive Council members.

Also, during the course of the discussion, Mr. John Washbush alluded to the work begun by the Executive Council planning team. (See: Appendix II)

Norms for Executive Council Meetings

The Very Rev'd Andrew "Andy" Jones, Vice-president of the Executive Council, began the discussion noting that:

--The norms established in January are basic but do not define us as doing The Church's business.

--Additional norms are needed to govern the way we behave with each other and how decisions are made so that trust is developed and so that there is a safety net during charged conversations; norms that say: **This is The Church at work.**

As a result of the contributions from the Executive Council members, additional norms were established and, along with the January norms, will be added to each agenda.

(See: Appendix I)

PAUSE FOR PRAYER

Memorandum regarding authorization for sale of property

Bishop Miller noted that:

--though the memorandum from Mr. Thomas W. Scriver, Esq., and the concurrence of Mr. Stuart Parsons, Esq., diocesan Chancellor, stated that the sale of Diocesan property requires neither Standing Committee nor Executive Council approval;

--he will continue with the process he has used in the past—getting approval from both groups.

The Rev'd David Simmons, president of the Standing Committee said that Standing Committee stands as a back-up to the Bishop and that he was comfortable with the Bishop's decision.

Business Meeting

Action Items:

--Vote on the resolution to engage a realtor to list the property, formerly the Rectory, at St Boniface Mequon – Bishop Miller

***The Rev'd Chuck Zellermyer moved and Mr. Peter Larson seconded the engaging of a realtor to list the property, formerly the rectory, at St. Boniface, Mequon.

The Very Rev'd Andrew Hanyzewski, as a new member of Executive Council, asked for a history regarding the property and wondered about the proposed work of the property committee, which he chairs, (See: Appendix II)

Further discussion raised concerns regarding the range in sale price and whether a Land Contract should be considered.

***The Rev'd Chuck Zellermyer and Mr. Peter Larson amended their first motion by adding that the Bishop Miller, should, in consultation with the Standing Committee and the Vice-President, proceed with the deal to sell the property, formerly the rectory, at St. Boniface, Mequon as a complete sale, not as a Land Contract.

The vote was unanimous.

--Approve Good Shepherd Refinancing and Debt Consolidation Loan – Ms. Marlene Udovich

Good Shepherd received Standing Committee approval to refinance the current mortgage from \$22,000 to \$41,000. The additional funds would be used to pay off the credit card debt and a portion of the past due pension for the prior Priest.

During the loan approval process, the bank discovered that the Diocese is considered a co-borrower with Good Shepherd. Since Good Shepherd is not registered with the State of Wisconsin as a non-stock corporation they require that the Diocese sign the required documentation for the loan. Mortgage payments would still be the responsibility of Good Shepherd.

I am requesting approval of the Executive Council to proceed with the loan.

It was clarified that:

- The diocese is already involved as a co-borrower.
- The parish is actively engaged in improving its current financial situation.
- The credit cards have been shredded.

***The Very Rev'd Andrew Hanyzewski moved and The Very Rev'd Andrew "Andy" Jones seconded the approval of the refinancing and debt consolidation loan for Good Shepherd as requested. The motion was approved.

--Approve Parish Review Policy – Mr. Clyde Bachand

Mr. Clyde Bachand presented to the Executive Council a draft of A Parish Review Policy developed in response to the lack of obtaining documents from the parishes causing delays for Chiuminatto Consulting in finishing reviews in a timely manner.

***The Rev'd David Simmons moved and Ms. Meridie Scrivner seconded the approval of the letter as outlined.

It was clarified that, to keep the lines of communication clear and the cost down, the letter was sent directly to the main officers: Sr. Warden, Treasurer and Priest.

***The Rev'd Dr. Jonathan Grieser felt that the words "parish review policy" were misleading and offered a friendly amendment to the motion, referring to the document as "a Noncompliance Letter." It was accepted and the motion to approve the Non-compliance Letter as submitted by Mr. Clyde Bachand was approved.

The Rev'd Chuck Zellermyer and Mr. Clyde Bachand reiterated the frustration they have experienced due to the lack of parish cooperation. The Executive Council offered its assistance in this important and serious matter.

BREAK 11:20-11:26

--Approve Good Shepherd proposal to reduce 2017 assessment – Ms. Marlene Udovich (Guests: Ms. Beth Doescher, Treasurer and Ms. Lisa Smallwood, Sr. Warden)

Bishop Miller asked the Executive Council to introduce themselves to the guests from The Church of the Good Shepherd, Sun Prairie.

The guests:

- expressed appreciation for the opportunity to present their case for assessment reduction,
- noted that membership had decreased by 40%,
- affirmed that expense reduction was in process and there was a vibrant community,
- gave details of efforts to move forward (2 attended CDI and returned with ideas for developing community mindedness; they are working closely with Canon Peggy Bean),
- Ms. Beth Doescher, the treasurer, said that she sees God's grace in this experience and that He will give them what they need,
- Ms. Lisa Smallwood, the senior warden, noted that, they were in conversation regarding combined services with a goal to get a part-time clergy person; that, there was a faithful core and to keep them, they had to move ahead.

The Executive Council:

- praised them on the great work they were doing and on their initiative.

A Short Break was taken while the guests left and the Executive Council reconvened to discuss the request.

Discussion regarding the request included:

- the impressive work the parish team has done so far,
- how the assessment reduction to the parish would affect the diocesan budget, (minimal)
- the possible establishment of a precedent, more parishes seeking assessment reduction,
- reduction of assessment versus aid (making them be more intentional)
- that, instead of it being a new baseline, if needed, a new request would need to be made and re-evaluated in 2018.

***Because the recommendation was submitted by the Finance Committee it did not need a second. Based on the discussion, the recommendation was amended to read: *The Finance Committee recommends that Good Shepherd's 2017 assessment be reduced to \$15,000.00 (\$1,250.00/month). To receive another reduction they would need to reapply in 2018.*

In addition, Sun Prairie will pay \$7,200.00 (\$600/month) against its past due assessment balance. Total monthly payments will be \$1,850.00 for a total of \$22,200.00 for 2017.

The recommendation passed with 1 (one) dissention.

--Approve January minutes

Bishop Miller asked if there were any additions, deletions or changes to the minutes of the January 17, 2017 Executive Council Meeting. Hearing nothing further, the Bishop called for a vote to approve the minutes from the January 17, 2017 Executive Council Meeting as published. They were so approved.

New Business:

Bishop Miller expressed his desire to review and add members to the **Constitution and Canons Committee**. He will confer with the chancellor and develop this matter more at the next meeting.

Old Business:

--Clarify the relationship of foundation and Executive Council

Bishop Miller called attention to the extensive research Canon Peggy Bean had done on the topic. The research clearly stated that:

- there was a *“merger between the Episcopal Foundation and the Diocese of Milwaukee and*
- simultaneous with this merger, the Permanent Development Fund was set up in order to receive the Foundation’s funds.*

The Executive Council, acting for the Diocese of Milwaukee oversees these Foundation monies, which are kept separate and used for development and outreach.”

Bishop Miller asked the Financial Committee to review the material and, in the future, to use the appropriate name in financial reports.

--Clarify the purpose and responsibilities of the EC Planning Team

(EC Planning Team: The Rev’d Elizabeth Tester (chair); The Rev’d David Simmons; Mr. John Washbush, Mr. Peter Larson, Bishop Miller)

Bishop Miller asked the team to send him a rough draft of the work they had begun and to give a report to the EC at the next meeting. The goal: to clarify, clarify, clarify.

Reports

December Finances – Ms. Marlene Udovich

Ms. Marlene Udovich walked through the December 31, 2016 financial reports.

She noted that:

- the income savings from the loss of one full-time clergy salary and compensation covered the overages from the convention and the fixed asset purchases as well as affording two part-time staff (finance assistant and communications officer.)

- Many areas ended the year under budget.
- The annual Greater Milwaukee Grant was larger than previous years.

Report of Canon Peggy Bean – Canon for Congregations

Canon Peggy Bean highlighted the following items from her published report:

- The February Leadership Day had 105 in attendance with people from 22 different churches. The feedback was positive.
- The second Leadership Day is scheduled for April 8th with about 50 having “homework,” to come back and share what they tried or may want to try.
- Nashotah House is a wonderful and hospitable site for the Leadership Days
- St. Mary’s, Dousman, St. Bartholomew’s, Pewaukee and St. Aidan’s, Hartford are debt free.
- Congregations in redevelopment are Zion, Oconomowoc, St James West Bend and St. Luke’s in Bay View.
- The COMD has a concern regarding communication with and leadership at St. Andrew’s, Monroe.
- The Hospitality Center has named a new Executive Director—The Rev’d Seth Raymond.
- The Multicultural Group continues to meet looking at generational issues and community engagement.
- As she did with Seedfolks, she hopes to have a Diocesan read for the October convention.
- St. Andrew’s, Kenosha had recently decided to close, but is now looking at another option.

Bishop Miller’s Report

Bishop Miller reported that:

- The Spring House of Bishops, March 10, was held at Kanuga Conference Center in North Carolina. The theme of the gathering was *Reconciling Leaders: Bishops in the Jesus Movement*, focusing on racial justice and reconciliation.
- An incredible author/speaker, from the conference, to become familiar with is Chimamanda Ngozi Adichie, a Nigerian author and speaker. (from Kristen Wold) *Her talk is called “The Danger of a Single Story.” She is also well known for her TED Talk and Book “We Should All Be Feminists.” Her Novel, Americanah, is currently a city-wide book club in New York City. It’s a great book and is available in paperback*
- He threw out his back, but is getting better.
- His time with the Church of the Good Shepherd, Sun Prairie, during Lent, was productive, but it also raised concerns regarding the current Hispanic ministry at Good Shepherd.
- He will address the “People of Faith United for Justice” advocacy day, (Wisconsin Council of Churches). He is also heading up the search for a new head of the Council.
- He will be at the Cathedral for Holy Week.
- He will attend his daughter’s graduation in May.
- He will be taking a Sabbatical to study the Lima document: **Baptism, Eucharist and Ministry.**

Mr. Peter Larson asked the Bishop regarding the gun violence conference.

Bishop Miller reminded the Executive Council of the Bishop’s Against Gun Violence Conference:

Unholy Trinity: the Intersection of Racism, Poverty and Gun Violence being held in Chicago April 20-22, 2017. He encouraged those who were available, to witness with them on Friday, the 21st.

The Rev'd Chuck Zellermyer moved and The Very Rev'd Andrew Hanyzewski seconded the adjournment of the meeting.

The meeting was adjourned at 12:35 p.m.

The next meeting is on June 3rd, 2017

Respectfully submitted,

Rev'd Margaret (Marge) M. Kiss
Executive Secretary & Recorder of the Minutes

Future Meeting Dates for 2017 Executive Council

July 13th Conference Call

September 16th

November 11th

APPENDIX I

Norms for Executive Council Meetings

Additional Norms for Executive
Council Meetings
April 1, 2017

2017 Norms for Executive Council
Meetings
January 21, 2017

Assume good/best intentions

We seek to model reconciliation

We are always The Church

Look for the best in others

Give the best we have

Gentleness first

All responsible for the process at the
table

Pay attention/be actively engaged

All members of Executive Council are
authorized to raise their hand, to call
for a pause in the process, and to ask
for a moment of prayer from the
Bishop

Start and end on time

Respectful communication

Receive and Review material one
week ahead of time of meeting

Begin with prayer

Respect the “confidential nature” of
the discussion (Identify if confidential)

Be engaged

APPEDIX II

EC 2017 Hopes and Expectations

EC Planning Team: The Rev'd Elizabeth Tester (chair); The Rev'd David Simmons; Mr. John Washbush, Mr. Peter Larson, Bishop Miller

Prepare data for next meeting

--See EC having accountability and safeguarding the Diocese and the Bishop

--To look at how the Diocese operates and bring together in a written form in one place

--Better understanding of what the Diocese is and comment on it

--Hold vision with the Bishop and hear and share stories more consistently here at EC meetings

--EC support more ways to be a public witness

--More visible to the Dioceses – use technology “live”

--Support and care and resource administration in parishes

Property Issues /Concerns

--Building maintenance/upgrade

--Leases – use of buildings

--Rectory not being used

--Parish Closing/Moving – what happens to the property?

--Insurance

--Shared equity

--Diocesan buildings

--Need understanding of ownership of church property

Needs of a Property Committee:

--Expertise

--Time and Travel

--Build as a resource

--Convocation representation

--Guidelines/procedure and policy needs

Initial Planning Committee:

The Very Rev'd Andy Hanyzewski (Chair); The Rev'd Dr, Jonathan Grieser; Two members of the Standing Committee appointed by The Rev'd David Simmons; Ms. Jill Heller (Finance Committee)