

**Diocese of Milwaukee
Executive Council Minutes
April 5, 2022 6:30 p.m. via ZOOM**

Roll Call was taken.

Present: Bishop Jeffrey Lee; the Rev. Joel Prather, Vice-President of the Executive Council; Mr. Mike Weber, Diocesan Treasurer; the Rev. Jana Troutman-Miller, President of the Standing Committee; Ms. D'Arcy Becker; the Rev. Steve Capitelli; the Rev. Don Fleischman; Ms. Judith Miller; Ms. Janice Pauc and the Rev. Debra Trakel

Others present: The Rev. Scott Leannah, Canon for Ministries; Ms. Caroline Senn, Financial Controller and Ms. Jill Heller, Executive Director of Trustees of Funds & Endowments

Absent: Dr. John Johnson; the Rev. Pedro Lara; the Rev. Pippa Lindwright, President of Commission on Ministry; Mr. Roger Mukasa; Mr. John Vogel and Mr. Mark Ehrmann, Esq., Chancellor

At 6:33 p.m. Bishop Jeff Lee called the meeting to order; the Rev. Joel Prather, VP, led the EC in prayer.

March 1, 2022 EC Minutes

Deacon Marge Kiss asked if there were any additions, deletions or changes to the Executive Council minutes of the March 1, 2022 EC meeting. Hearing nothing, Bishop Lee called for a motion to approve the minutes as presented.

***The Rev. Steve Capitelli moved and the Rev. Jana Troutman-Miller seconded the approval of the minutes of the March 1, 2022 Executive Council meeting as presented. It passed.

Updates from Bishop Jeffrey Lee

Bishop Lee updated the EC on the **Annual Bishop's Review**, aka SWOT Matrix (Strengths, Weaknesses, Opportunities and Threats) (See: Appendix III)

Discussion highlighted the following:

- All are responsible for the life of the diocese.
- Develop term limits to avoid "recycling" people.
- Allow healing – "Can't jump over; have to go through."
- Role clarification is essential.
- Develop/maintain clear communication.

Bishop Lee updated the EC on Haiti Project

--A report, along with recommendations, from the Lombard Mennonite Peace Center is in drop box.

--The creation of a 3-4 person task force to review the data is in process:

1. Mr. John Johnson will be the point person.
2. Anyone interested should contact Bishop Lee.

3. Mr. Roger Mukasa was suggested since he participated in the information-gathering process.

--The two fundamental questions: Do we continue and how? Do we discontinue and how is that decision transmitted?

Bishop Lee updated the EC on the **Triologue** (potential reuniting of Eau Claire Diocese, Fond du Lac Diocese and Milwaukee Diocese into one diocese).

--There will be a meeting April 7th of the entire task force group.

--A Project Manager is in place with the cost shared by the three diocese. (@\$600.00 per diocese)

--In October there will be a Tri-Diocesan Clergy Retreat at Holy Wisdom.

--In Spring there will be a Jamboree for **all** diocesan members to begin the “blending” process.

Bishop Lee charged the Finance Committee to develop a document establishing a clear definition of their role, responsibility and relationship to the Executive Council.

Charter for Finance Committee

Ms. Caroline Senn said that, to prepare a document/Canon, meeting Bishop Lee’s “charge” to the finance committee, she contacted other diocese for content and context. She added that a draft Canon is in drop box.

A process of review was suggested by the EC, especially recommending that Mr. John Washbush be asked to assist in the review and final formation of the Canon.

Any comments and recommendations are to be sent to Ms. Caroline Senn.

Update on DeKoven Center Request

Ms. Caroline Senn presented the following recommendation regarding the DeKoven Center request:

Therefore, the FC of the EDOM recommends that the DeKoven Center be awarded a loan in the amount of \$100,000 at 3% for 2 years with interest only payments to be made quarterly until maturity.

Further, the FC recommends that the EC consider the willingness to forgive the loan at some point in the future if the DeKoven Center is able to secure a specific amount of archival work, obtain matching contributions or it is determined that the EDOM either currently owns, or is the beneficial owner to, the DeKoven Center.

She explained that:

--There would not be a great impact to the budget.

--However, there was no clarity regarding ownership of DeKoven.

Discussion centered on:

--the need for a clear definition of ownership

--support for awarding the loan but not forgiving the loan

--DeKoven’s historical importance

--DeKoven’s archival responsibilities

***The Rev. Steve Capitelli moved that the DeKoven Center’s request be returned to the Finance Committee and ultimately, the DeKoven Center, for ownership clarification. The Rev. Don Fleischman seconded the motion. The motion carried.

Assessment Calculation

Ms. Caroline Senn suggested, that since 3 Parochial Reports are still not available, discussion on the assessment calculation be put on hold.

Financial Reports

Ms. Caroline Senn, the Financial Controller, noted that: “we are doing well; there is nothing extraordinary.”

She also stated that the Budget vs. Actual; the Accrued Liabilities; the A/R Aging Summary and the Balance Sheet Comparison were in drop box.

There were no questions.

Bishop Lee expressed his appreciation for all Ms. Caroline Senn worked on and presented.

Updates from Canon for Ministries

The Rev. Scott Leannah noted that his report has been in drop box for review. “It speaks for itself; there is plenty to do; it is a ministry of loose ends.”

From his attendance at the Transition Ministry Conference at Camp Allen, Texas, he reported the following:

--the national trend from full time to part-time clergy; a shortage of clergy

--We are OK; we are not facing the turnover other diocese are facing.

--Our trialogue process is being watched.

Bishop Lee again expressed his appreciation of Father Scott Leannah’s diligent commitment to this ministry.

Final Thoughts

The Rev. Joel Prather stated that he would be taking a sabbatical this summer and therefore would be stepping down as Vice-President. He suggested that a new VP be elected at the May meeting.

Bishop Lee gave the closing prayer.

Deacon Marge said the dismissal.

The meeting was adjourned at 8:06 p.m.

Respectfully submitted,

Rev. Margaret (Marge) M. Kiss

Executive Secretary & Recorder of the Minutes

Appendix I

2022 Executive Council Meeting Dates -- First Tuesday at 6:30p.m. via ZOOM

May 3rd

June 7th

July 5th

August 2nd

September 6th

November 1st

Appendix II

2021 Norms for Executive Council Meetings

Begin with prayer

Start and end on time

Receive and Review material one week ahead of time of meeting

Respectful communication

- Assume good/best intentions

- Seek to model reconciliation

- Look for the best in others

- Give the best we have

- Gentleness first

Recuse oneself, leave the room and abstain from matters in which one has a conflict of interest

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

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

We are always The Church.

Appendix III

SWOT – Episcopal Diocese of Milwaukee

STRENGTHS

Broad support & appreciation for the Bishop Provisional; a new model of episcopal leadership & authority that is capturing hearts & minds in the diocese
An emerging model of collaborative leadership of the bishop & Standing Committee that models a way forward
Leaders & staff are experiencing the culture of the diocese moving from fear, isolation, and anxiety to a culture based on trust, respect, transparency, and positive belonging
Talented & resilient clergy & lay leaders who care deeply about the diocese
A bishop & staff who are responsive & communicative; the new finance controller & canon for ministries are appreciated
Clarification & empowerment of roles is happening

WEAKNESSES

Congregational viability & sustainability, especially in rural areas
Long absence of forward-looking visioning & strategic planning on a diocesan level; lack of a sense of common mission
While improvement was noted, role clarity remains a concern
Lack of engagement; minimal diocesan initiatives & programming; lack of networking & connectivity
Difficulty finding information about programs, resources, governance; lack of archive of diocesan documents or clearing house for information
Recycling of the same people in parish & diocesan leadership
Loss of formation opportunities for children, youth, & young adults

OPPORTUNITIES

Reunification dialogue; visioning & strategic planning
Re-envision diocesan identity, mission, structures, roles, & practices; extend collaborative model of leadership to Executive Council & beyond
Expand the circle of parish & diocesan leaders; actively recruit & appoint new leaders
Explore innovative & adaptive models for congregations to partner & thrive
Develop diocesan initiatives to build diocesan community; continue building relationships; create & deepen networks of clergy & laypeople engaged in various ministries
Strengthen communications practices and tools

THREATS

Inability to move beyond the brokenness the diocese has experienced in past years paired with the unavoidable consequences of the global pandemic; apathy and disengagement
Lack of resources in smaller congregations coupled with resistance to new models of ministry and partnership; clinging to a fantasy that “the diocese” should & could rescue them

Unavoidable consequences of the decline of mainline Protestantism & religious affiliation & practice in Wisconsin

The inherent difficulty in changing organizational culture which consists of “an interlocking set of goals, roles, processes, values, communication practices, attitudes, and assumptions” (Steve Denning, *Forbes Magazine*)