

Report of the Committee on Resolutions
to the Annual Convention of the Episcopal Diocese of Milwaukee
October 9, 2021

Resolution I. Amending the Constitution – Article XIII – Of the Standing Committee

BE IT RESOLVED, that *Article XIII – Of the Standing Committee* of the *Constitution of the Episcopal Diocese of Milwaukee* be amended as follows:

ARTICLE XIII.
Of the Standing Committee.

SECTION 1. The Convention shall elect by ballot a Standing Committee to consist of four ~~Priests~~, *members of the Clergy (Priest or Deacon)*, members of the Convention, and four Laypeople, adult communicants in good standing of the Church in the Diocese. The ~~priests~~ *clerical* and lay members shall be elected to staggered four year terms. At each Annual Convention one Clerical and one Lay Member shall be elected to hold office until the fourth succeeding Annual Convention. Retiring members of the Standing Committee may not be elected to the Standing Committee for a period of one year. No person who is a Postulant or Candidate for Holy Orders shall be eligible for membership on the Standing Committee.

- NOTE:**
- 1) This proposed change has been reviewed by the Committee on Constitution and Canons.
 - 2) In accordance with the *Constitution of the Episcopal Diocese of Milwaukee, Article XVII – Of Alterations and Amendments*, this resolution requires passage by a majority vote of each Order at two consecutive Conventions to take effect. This is the first Convention proposing this amendment.

EXPLANATION

The Constitution currently allow only members of the priestly and lay order to serve on the Standing Committee of the diocese. This is likely a holdover from prior to the restoration of the vocational diaconate. As it stands, the Constitution excludes one order of ministry, the order of deacons, which includes many qualified individuals. There is nothing inherent to the diaconal order which would disqualify them from serving in such a role.

Submitted by the Nominating Committee, The Rev. Matthew L. Buterbaugh, Chair

Resolution II. **Adopt a Substitute for Canon 9 - Deputies to Province V
*(Proposed)***

Whereas: The *Constitution of the Episcopal Diocese of Milwaukee, Article XV - Of Deputies to the General Convention and to the Provincial Synod*, Section 3, calls for the election by ballot of Deputies to represent the Diocese in the Provincial Synod; and,

Whereas: *Canon 9 - Deputies to Province V*, of the *Canons of the Episcopal Diocese of Milwaukee* does not implement this election but instead calls for the appointment of Deputies to the Provincial Synod by the Bishop from among those elected to be Deputies to General Convention; and

Whereas: The *Constitution* is the foundational document of the Diocese of Milwaukee, defining, among other things, its relationship to the broader Episcopal Church and its geographic borders. The *Canons* give shape and form to much of the workings of the diocese created in the *Constitution* and, therefore, cannot take precedence over it. Therefore,

Be It Resolved: That the body of the existing *Canon 9 - Deputies to Province V*, is removed and the following is substituted:

CANON 9. Deputies to Province V.

Section 1: The Convention shall elect by ballot Deputies to represent the Diocese in the Provincial Synod, one (1) Priest or Deacon, and two (2) Lay Persons, for a term of three (3) years).

Section 2: Priests or Deacons must be canonically resident in the Diocese. Lay Persons must be confirmed, adult, communicants of this Church in good standing, and resident in the Diocese. Deputies to Province V do not need to be Deputies or Supplemental Deputies to General Convention.

Section 3: The election shall take place at the next annual diocesan convention following the General Convention. In case the Convention shall fail to elect such Deputies, those last previously chosen shall serve until their successors have been elected. In the event that any Deputy shall resign or otherwise not be able to complete such Deputy's term, the Bishop or the Ecclesiastical Authority shall appoint a qualified person to serve for the remainder of the term, subject to the approval of the Executive Council.

Be it Further Resolved: that the Deputies elected to Province V at the Convention of the Diocese of Milwaukee held in October 2020, serve until the Diocesan Convention following the 81st General Convention of the Episcopal Church, October, 2024.

NOTE:

- 1) This proposed change has been reviewed by the Committee on Constitution and Canons.
- 2) This resolution was received after the submission deadline. As such, it is offered as a resolution from the floor. Before being considered, it must be accepted by the Convention to be included in the business conducted this year. A second vote on the adoption of the proposal is required to make necessary changes.
- 3) In accordance with *Canon 22 – Of Alterations and Amendments of the Canons of the Episcopal Diocese of Milwaukee*, this resolution requires passage by a majority vote of each Order to take effect.

EXPLANATION

In working with the Province, the Parliamentarian of the Diocese recently had occasion to closely examine the process used by the Diocese of Milwaukee to elect representatives to the Provincial Synod. This review noted the conflict between our *Canons* and the *Constitution* of the Diocese. This substitution corrects that conflict, conforms our canons to the requirements of the Synod, and allows for an expansion of opportunities to support ministry both in our own diocese and in the others that make up the Province of the Midwest, also known as Province V.

Province V is focusing on providing opportunities for people to connect, network, and support one another across the province. It no longer exists primarily to provide training to General Convention Deputies, a task taken over by the General Convention Office. As a result, the Province is now seeking Deputies who are interested in supporting people in their local ministry contexts (parish, community-based, or diocesan), across the eleven dioceses that share the Province, by working at this level of the church.

The Diocese of Milwaukee conducted elections for Provincial Deputy at its convention in October 2020. This resolution confirms the outcome of a confusing election process. Those elected will serve until the next election, which, with the adoption of this resolution, will take place after the 81st General Convention of the Episcopal Church at the Diocesan Convention in October 2024.

Assuming they are able to continue in the elected positions, the Deputies of the Diocese of Milwaukee to Province V Synod are The Rev. Matthew Buterbaugh, Ms. Sharon Henes (St. Dunstan's, Madison), and Ms. Tammy Prather (St. Bartholomew's, Pewaukee).

Submitted by the Mr. John Washbush, Co-Chair – General Convention Deputation, Parliamentarian – Diocese of Milwaukee, Parliamentarian – Province V Synod

Resolution III. Establish Minimum Compensation Standard for Clergy

Be It Resolved: RESOLVED that the clergy compensation levels for 2022 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 3.838% 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	\$ 58,694.29
3 – 7 YEARS	\$ 63,921.86
8 – 12 YEARS	\$ 72,634.48
13 – 18 YEARS	\$ 81,347.10

* The Total Cash Compensation (TCC) package is defined as the sum of salary (stipend), housing and utilities allowance, and self-employment tax (SECA) offset of 0.765. It is expected that part time clergy should meet these minima on a pro-rated basis.

NOTE: The parish is responsible for 0.765 percent of the total cash compensation.

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

In making a recommendation to the Executive Council for presentation to the Convention in accordance with Canon 6, Section 2(h), the Finance Committee made use of several sources listed below.

A parish must, by mandate of General Convention and in accordance with Resolution IIIA adopted by the 164th Convention of the Episcopal Diocese of Milwaukee, provide its clergy pension (which includes \$100,000 of life insurance coverage) at 18% of the TCC, and group medical and dental insurance as applicable (family or single).

The provisions in GC Resolution A177 require the employing entity to:

- provide a minimum of 90% of premium coverage as appropriate to the insured; and
- 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; and
- Ensure that this amount shall not exceed the legal maximum amount as appropriate to the insured.

Submitted by Executive Council with the assistance of the Canon for Finance and Administration and the Finance Committee

**Compensation by Years of Credited Service
Median Compensation
CPG 2019 Report**

- less than 5 years \$ 64,000.00
- 5-9 years \$ 75,898.00
- 10-19 years \$ 86,026.00
- 20+ years \$ 99,893.00

Clergy Compensation Percent Increase Calculation for 2022

Economic Indicator	Rate	Weight	Net
Current Inflation Rate http://www.Inflationdata.com	5.39%	0.20	0.38%
Federal Cost of Living Adjustment (COLA) estimate 2020 http://www.federalretirement.com http://federalretirement.net/cola.htm	4.7%	0.30	0.60%
Consumer Price Index (CPI) <i>estimate from Office of Management and Budget</i> https://www.whitehouse.gov/sites/whitehouse.gov/files/omb/budget/fy2018/budget.pdf (Table S-9, Economic Assumptions)	2.1%	0.25	0.675%
U.S. Dept. of Labor – Private Industry Compensation <i>average of last four quarters, September 2019-June 2020</i> <i>Employment Cost Index</i> http://www.dol.gov http://data.bls.gov/timeseries	3.3%	0.25	0.70%
Total		1.00	3.838%

Other considerations:

1. 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 2022 must be completed no later than December 31, 2021.
2. If the priest and his/her 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 SECA is still used to compute pension fund payments and self-employment tax.

Clergy Compensation Philosophy for the Episcopal Diocese of Milwaukee

In the Episcopal Diocese of Milwaukee, compensation of clergy is to be a faithful expression of the ministry, responsibility and professional education and training that are requisite for ordained ministry in this Church. Establishing fair compensation for clergy persons takes into account that clergy are both employees and spiritual leaders. We recognize that a healthy Christian relationship does not relegate compensation of clergy or lay employees to whatever is left over after other expenses have been met. Our churches are neither healthy nor well-served by not paying for the services they are receiving. In the past, at the end of the tenure of a priest who was “flexible” or “understanding” about accepting below-market compensation, a congregation could unexpectedly find that it did not have the financial resources needed to call another priest. No one was served well in this dynamic and so we have worked as a diocesan community to ensure that all clergy are compensated fairly and at a minimally acceptable level.

Equitable Compensation

Congregations need to be sure that they are offering a competitive wage that will continue to bring clergy to serve the needs of the congregation and community. Clergy ought to be compensated at a level that recognizes their professional training and experience as well as the demands of the position. Determining a fair level of clergy compensation is the responsibility of parish leadership. Diocesan minimum compensation amounts are to be understood as just what the name signifies – a minimum. We certainly don’t expect a minimum of effort from our clergy and so there should be discussion about how increases in salary are to be calculated and on what basis they may be offered.

Parishes and clergy are encouraged to enter into faithful dialogue so that all can come to an agreement that is deemed fair and appropriate. This will require prayer and discernment as well as honesty and openness. To aid in such a discussion, a parish may request input from the Canon for Finance and Administration to assist the wardens, treasurer and others to help the congregation accurately understand its current financial situation and compensation practices and the true cost of employing a cleric. Such a financial review is essential for looking at issues of vitality, mission and ministry. It is the responsibility of parish leadership to represent an accurate parish profile that includes an objective assessment of a parish’s ability to afford full-time or part-time clerical ministry based on diocesan-established minimum compensation amounts.

Part Time Clergy

Several parishes in this diocese employ part-time clergy. The Canon for Finance and Administration and the Canon for Ministries will assist with compensation agreements for part time clergy.

Sabbaticals

The Diocese has adopted a policy regarding paid sabbatical leaves for full-time stipendiary clergy. The congregation and the clergy member will agree on how long the clergy member must serve to receive paid sabbatical leave. This is not time to engage in a job search but rather is for rest, renewal, continuing education and spiritual enrichment. Sabbatical leave must be used to be paid. Sabbatical leave is not a vested benefit. Unused sabbatical will not be paid out, in whole or in part, when the service of the clergy member to the congregation ends. Part-time clergy may wish to pursue a sabbatical. Those who wish to do so are encouraged to contact the Office of the Bishop to discuss this possibility.

Review

It is expected that all congregations will review clergy compensation annually. Letters of Agreement between the ordained leader and the congregation provide a great opportunity for an annual discussion and review of the entire mission and ministry of the congregation and about the ministry of the ordained leader in particular. This review also provides an advantageous time to establish goals for the coming year, and to deal with any areas of conflict or disappointment that have not received adequate attention and may adversely affect their mutual ministry.

Mutual ministry reviews are understood to be separate from but integral to clergy performance, evaluation and compensation considerations. The mutual ministry review, clergy evaluation and compensation review are all essential parts of strengthening this ongoing, collaborative relationship. Please contact Canon for Ministries, The Reverend Canon Scott Leannah, scott@diomil.org for assistance with this aspect of parish life.

CLERGY COMPENSATION FAQs

Q: Can a clergy contract effective date be changed to January for easier calendar year budgeting?

A: Yes, you can have a partial year contract and then one with a January effective date if the clergy and congregation agree. Letters of Agreement should always be reviewed on an annual basis. Many congregations find it best to do so during their budget process to address any compensation or benefit changes.

Q: Should congregations pay a housing equity allowance?

A: Although once a common practice, this is no longer recommended given the changes in the housing market.

Q: What is the minimum HSA contribution amount? What is the maximum?

A: The minimum contribution for 2019 is \$2,500, for single and \$4,950 for family. The maximum contribution for 2019 is \$3,500 for single, \$4,500 for single age 55+, \$7,000 for family and \$8,000 for family age 55+. This information can also be found on the diocesan website and will change annually. Medicare recipients may not have an HSA account. If a clergy person or spouse enrolls in Medicare during the year, some of the HSA money may be considered to be taxable income. Please consult with your accountant or contact Diocesan staff for further information.

Q: The minimum compensation resolution shows a COLA increase plus ranges based on years of service. Should clergy receive both increases if he or she moves to a higher range?

A: No. The raise should be either the COLA percentage or the range increase, whichever is larger.

Q: What if our congregation cannot afford to pay the increase?

A: We understand that there may be extenuating circumstances, and exceptions may be made. Any exceptions must be approved by the Office of the Bishop.

Q: When calculating years of service to determine the appropriate compensation range, do years of service in another diocese count? What about with another denomination?

A: Years of service in another Episcopal diocese certainly count. Years of service as ordained clergy in another denomination may well be factored in. We suggest a conversation with the Office of the Bishop to help make that determination.

Q: Does the amount a congregation pays clergy towards SECA need to be a separate calculation/line item or can the amount just be included in the cash compensation total?

A: It does not have to be a separate line item. If you aren't going to identify it separately, CPG recommends that this is clearly spelled out in your Letters of Agreement. CPG lists all reported SECA amounts on the Personal Information Summary they supply to clergy. They apparently get a lot of inquiries from clergy when the value on the SECA line is zero. Some congregations list it separately as information for their members. Many lay people don't know that clergy are considered to be self-employed and must pay SECA themselves.

Q: Can we use a fixed amount (that includes utilities) for the FMRV (fair market rental value) for church-provided housing or do we have to use CPG's 30% calculation?

A: CPG said that using the fixed dollar amount for FMRV and utilities is the proper way for parishes to calculate housing for IRS reporting purposes. For pension purposes, CPG will use the 30% to calculate the housing allowance.

Q: How do we determine FMRV (fair market rental value)?

A: We recommend having a realtor provide a letter stating the FMRV of the house furnished. This would need to be updated periodically.

Resolution IV. **Establishing a Commission on Creation Care**

Be It Resolved: that the Episcopal Diocese of Milwaukee shall create a Commission on Creation Care tasked with bringing to the Diocese and congregations an initial plan to reduce our carbon footprint and ways to care for God’s creation no later than the 2022 Diocesan Convention.

EXPLANATION

The Episcopal Church’s ongoing commitment to caring for God’s creation and ending racism, including environmental racism, is the guiding principle for this resolution. In order to meet the specific needs of this diocese and our unique strengths and weaknesses, the diocese should be leading the effort. Additional explanations are listed below.

- God is in all of creation and has made us stewards of his creation for the benefit of all human and nonhuman neighbors
- We have not been good stewards of creation and failed to maintain the balance of creation for the benefit and survival of all living things
- The Episcopal Church’s Vision for Creation Care is, “The Jesus Movement is the ongoing community of people whose lives are centered on Jesus of Nazareth. We follow him into a loving, liberating, life-giving relationship with God, with each other and with Creation.”
- The Office of the Presiding Bishop has established three goals for the care of creation,
 - *Loving – Goal #1 – Create and sustain a network of Episcopalians dedicated to the care and protection of the whole Creation, especially by providing grants and cultivating circles for Story Sharing among practitioners in local and regional ministries.*
 - *Liberating – Goal #2 – Stand in solidarity with the most vulnerable victims of the impact of climate change – particularly women, poor people, and people of color – as part of seeking the liberation and flourishing of all God’s people.*
 - *Life-Giving – Goal #3 – Set climate mitigation benchmarks as individuals and as a church, in order to live more simply, humbly, and gently on the Earth*
- The Episcopal Churches’ General Convention passed over 18 resolutions on creation care in 2018
- The Episcopal Church is one of many denominations that celebrates the Season of Creation each September
- The people who can afford it the least suffer the most from our lack of care for creation; communities of color, tribal nations, and low-income communities are often the first and worst hit by extreme weather, industry shifts, and pollution related to climate change

- The Governor of Wisconsin issued Executive Order #39, which mandates the state to use only carbon-free electricity by 2050
- The President of the United States' climate plan calls for phasing out not-carbon free energy by 2035
- The US is a signatory of the 2015 Paris Climate Agreement, which mandates all countries in the world to lower their greenhouse gasses to zero.

*Submitted by: The Rev. Deacon Gregg Schneider, St. Paul's Episcopal Church, Beloit
Dr. Susan Adams, St. Paul's Episcopal Church, Beloit
Jane Stenson, Trinity Episcopal Church, Mineral Point
John and Margie Carol, St. Paul's Episcopal Church, Beloit
Meghan Trimm, St. Paul's Episcopal Church, Beloit*

Resolution V. **Establishing a Task Force to Examine Our History and Build Relationships with the Indigenous Peoples of Wisconsin**

Be It Resolved: That the 109th Convention of the Diocese of Milwaukee direct the Bishop to appoint a task force of no fewer than eight (8) persons to examine the historical and contemporary relationships among the Episcopal Church in Wisconsin and the Indigenous Peoples of the State, with specific attention to restorative actions the diocese and member congregations can enact; and be it further

Resolved, that the task force bring to the 110th Convention a full report, written and oral, including specific attention to policies that the Diocese can enact, and be it further,

Resolved, that the first meeting of the task force take place no later than February 1, 2022.

EXPLANATION

In a resolution passed in 2009 and reaffirmed in each subsequent General Convention, The General Convention of the Episcopal Church repudiated the Doctrine of Discovery and resolved:

“That each diocese within The Episcopal Church be encouraged to reflect upon its own history, in light of these actions and encourage all Episcopalians to seek a greater understanding of the Indigenous Peoples within the geo-political boundaries claimed by the United States and other nation states located within The Episcopal Church’s boundaries, and to support those peoples in their ongoing efforts for their inherent sovereignty and fundamental human rights as peoples to be respected;”

Every church in the Diocese of Milwaukee stands on land that was occupied prior to Euro-colonial contact. In most, if not all cases, this land was taken, without permission, with or without force from peoples who had stewarded the land from time immemorial. This theft is a silent sin, exacerbated by our inability to grapple with it. Our silence also perpetuates the myths that the land was ours to take, without claim; and that Indigenous peoples no longer exist.

Moreover, 2022 is the 200th anniversary of the forced removal of the Oneida from New York to Wisconsin. Many of the first group of refugees were Episcopalian and Holy Apostles Church, Oneida, is the oldest Episcopal Church in the state of Wisconsin. The History of the Episcopal Church in Wisconsin is entwined with the history of Native Americans, the stealing of their land, and their forced removal.

The proposed task force will develop resources for the Diocese and its congregations to examine our history, offer guidance for developing land acknowledgement statements and most importantly to begin to develop relationships with the Indigenous Peoples of Wisconsin in order to move toward a more just and equitable future.

Submitted by: The Rev. Dr. D. Jonathan Grieser and the Grace Church, Madison, Task Force on Native American Relationships