

Resolutions

Amending the canons to include Deacons on Standing Committee

BE IT RESOLVED, that the diocesan canons 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.

EXPLANATION

The canons currently allow for 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 diocesan canons exclude one order of ministry, 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 Nominations Committee, The Rev. Matthew L. Buterbaugh, chair)

Continuing Resolution for the Commission on Creation Care



Be it Resolved: that the Episcopal Diocese of Milwaukee shall continue and expand the Commission on Creation Care to continue leading the diocese in caring for God's Creation with an annual budget of \$10,000 for the next 5 years. The Commission will respond creatively to care for all of God's creation by working together with congregations to deepen our understanding of the connection between our faith and God's gift of creation and to develop programs, responding creatively to care for all of God's creation.

Creation Care projects will be eligible for small grants to help parishes learn how to live sustainably, to educate ourselves and our youth on the cost and risks of climate change, and to participate in local efforts to improve clean air and water and reduce toxins in our environments.

Explanation

Commission on Creation Care will expand the website which contains parish and personal activities, information, and links to resources.

The Commission on Creation Care will:

- offer small grants to energize congregations' care of creation
- offer more programs to deepen our understanding of the connection between our faith and theology and God's creation.
- expand its work with the Dioceses of Fond du Lac and the Diocese of Eau Claire

The Commission on Creation Care's:

- mission statement is, "Our purpose is to engage Episcopal parishes in Wisconsin to live sustainably as God commissioned us"
- statement of Beliefs is, "Earth and all life are God's great gift. We have not been good stewards. Time is short. We must do our part in restoring God's gift in a way that does not result in injustice to the vulnerable. We believe in the interdependent web of God's creation"

The Commission on Creation Care will carry out our mission of:

- worship by gathering resources that our congregations may draw on for homilies, liturgy, and Christian formation.
- education by educating ourselves and our congregations about the global environmental crisis, by facilitating the organization of study groups on the Biblical foundations of Creation Care, and by assisting congregations in their organization of Creation Care Committees.
- caring for our building and grounds by working toward alternative energy sources; cleaning water and air, using non-toxic cleaning supplies; and creating habitats for pollinators and our non-human neighbors.
- advocacy by networking at the local, regional, and national level with related organizations.
- accountability by setting goals and measuring the results of our efforts including our investment.

Item	Estimated Expenses	Budget Request
Creation Care Grants	A minimum of 10 grants of \$100 - \$500, application forms and criteria are being developed.	\$5,000.00
Theological Presentations	A minimum of 2 presentations at \$2,000 each	\$4,000.00
Supplies and Printing	To provide printed materials to congregations, signs, posters, etc.	\$1,000.00
TOTAL		\$10,000.00

Submitted by the Commission on Creation Care, The Rev. Deacon Gregg Schneider, Chair

Establish a Minimum Compensation for Deacons

BE IT RESOLVED,

Active Deacons in the Diocese of Milwaukee shall be compensated by stipend

Resolved, by the 175th Annual Convention of the Diocese of Milwaukee, that beginning January 1, 2023, the Diocese of Milwaukee shall compensate deacons at the rate of \$25 a month and pay the applicable assessment to Church Pension Group (CPG) and

Be it further resolved,

When a deacon is assigned to a parish or an organization by the Bishop, the diocese and vestry/bishop's committee, board, or governing body shall enter into a mutual agreement to determine if the stipend and CPG assessment will be assessed to the parish/organization, or paid by the diocese, and

Be it further resolved,

active deacons who were active on January 1, 2019 and have been in active service since that date may enter into a mutual agreement with the diocese to provide compensation and CPG assessment for the period from January 1, 2019 to December 31, 2022 as allowed by the Clergy Pension Group (CPG),

Be it further resolved,

that deacons may decline the monthly compensation.

EXPLANATION:

Those called to the diaconate serve in congregations without compensation. Typically, deacons contribute time and talent of a minimum of 10-12 hours a week in ministry, in worship, and other activities. It is intended that deacons will serve without compensation from parishes.

The level of activities for deacons has seen a significant increase due to the COVID pandemic and other stresses on parish and community life. Some deacons have served one or more parishes as the only assigned clergy member, taking on additional responsibilities in those times.

The lack of compensation prevents deacons from access to benefits through the Church Pension Group (CPG), benefits such as Credo conferences that address spiritual, physical, and financial well-being, life insurance, and resettlement compensation. The need for providing some opportunity for deacons to address individual and family wellness by participating in

Credo became evident during the COVID pandemic due to the added stresses of both their ministries and secular life on them and their families. This measure would also allow deacons to attend CPG presentations on financial wellness when offered in the diocese.

The total amount paid per month per deacon per parish will be approximately \$30 a month, or \$360 a year (compensation plus pension assessment).

Deacons who were active on January 1, 2019 and remain active, may be allowed by CPG to receive catch-up payments for the years since 2019. These payments could represent a large expenditure for the diocese. Deacons who would like to participate in this opportunity, if available, should have a conversation with the diocese staff about the most appropriate mechanism by which to cover this payment. These negotiations may include a discussion with the Diocesan Financial Officer about the available financial resources for the payment of the three years of stipend and contributions to the fund.

The Dioceses of Vermont, New York, Virginia, and Connecticut passed similar resolutions in 2019, 2020, and 2021 respectively. Similar resolutions have been debated at other Annual Conventions. Additionally, the Association for Episcopal Deacons and the Church Pension Group have worked together to make enrollment into CPG possible.

Compensation will be provided to any deacon serving, unless declined by the deacon. Deacons may decline the compensation for a variety of reasons (e.g. a theological understanding that deacons serve without compensation or possible impact on other retirement benefits being received).

Per CPG rules, retirement contributions cannot be made for any clergy age 72 or older.

An example from CPG:

Outlined below are some of the benefits provided to eligible Active and Retired clergy. The example shown is based on a cleric having Total Assessable Compensation (TAC) of \$300 per year, or \$25 per month, with 10 years of earned Credited Service (CS) at the time of retirement.

The assumed Highest Average Compensation (HAC) is \$300. Total assessments paid over the cleric's career is \$540.

- While Active, life insurance benefit (6 x TAC): \$1,800
- When Retired, life insurance benefit (6 x HAC): \$1,800
- Annual pension benefit (2.75% x HAC x CS): \$82.50
- Annual Christmas benefit (\$25 x CS): \$250

- Resettlement benefit (one-time payment at the time of retirement equal to 12 times the monthly retirement benefit with a minimum of \$2,000): \$2,000
- Invitation to CREDO and Planning for Wellness Conferences are conducted for clergy and their families at a site away from the diocese to allow an opportunity for clergy to focus on individual and family spiritual, financial and physical wellness due to the unique nature of clergy life.

Submitted by:

Rev. Don Fleischman, St. Luke's – Madison and Good Shepherd – Sun Prairie

Rev. Bill Dunlop, St. Paul's – Watertown and Good Shepherd – Sun Prairie

2023 CLERGY MINIMUM COMPENSATION

BE IT RESOLVED that the clergy compensation levels for 2023 will be increased either by virtue of the clergy being placed in a higher range on the minimum compensation grid OR by the calculated percent of **5%** whichever is greater.

YEARS EXPERIENCE	MINIMUM TOTAL CASH COMPENSATION*
0 – 2 YEARS	\$ 61,629
3 – 7 YEARS	\$ 67,118
8 – 12 YEARS	\$ 76,266
13 – 18 YEARS	\$ 85,414

* The Total Cash Compensation (TCC) package is defined as the sum of salary (stipend), housing and utilities allowance, and a 50% self-employment tax (SECA) offset being 7.65% of the assessable income for the purposes of SECA. It is expected that part time clergy should meet these minima on a pro-rated basis.

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

EXPLANATION

A parish must by Canon Law 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) and in accordance with Resolution IIIA adopted by the 164th Convention of the Episcopal Diocese of Milwaukee. The provisions in Resolution A177 require the employing entity to provide a minimum of 90% of premium coverage as appropriate to the insured and to establish a Health Savings Account for those employees choosing the high-deductible health plan (HDHP) and funding it at 100% of the HDHP in-network deductible appropriate to the insured, minus the maximum in-network deductible of the lowest non-HDHP, non-HMO plan offered, as appropriate to the insured. This amount shall not exceed the legal maximum amount as appropriate to the insured.

Clergy Compensation Percent Increase Calculation for 2023

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 2023 must be completed no later than December 31, 2022.
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 50% SECA offset is still used to compute pension fund payments and self-employment tax.
3. In recommending a 5% increase for the 2023 year we have taken into account increase proposed by other Dioceses, the 3% increase proposed for staff of the Episcopal Church in the USA, National CPI Increase between October 2021 and June 2022 (6.6%), State of Wisconsin CPI increase between October 2021 and June 2022 (9.5%), Midwest CPI increases between October 2021 and June 2022 (7.3%), the 2021 Federal Employees Retirement System (FERS) 2021 increase of 4.9%, the 2021 COLA from Social Security Administration released in October 2021 (6.9%) and an average national increase of 4.1%.
4. We are currently experiencing an inflationary environment and the uncertainty around prices increases in the future mean that while we believe it is fair to recommend a Cost-of-Living Adjustment, we do need to be conservative about the magnitude of this adjustment for 2023 leaving us the flexibility to respond to changing economic conditions in the 2024 year. We have opted for 5% being a little more than the average national increase although it is mostly a lower adjustment than some of the other Dioceses.

Submitted by:

Financial Controller and Finance Committee

Dear Diocesan Leaders,

It is a requirement of Canon I.1.1.e that you receive notice whenever any alteration of the Book of Common Prayer or of the Constitution is proposed. The 80th General Convention proposed three resolutions with changes to the Constitution. It is your duty to make known such proposed alterations to the Convention of your Diocese and to certify that such action has been taken.

Two Final Readings: A157 Amend Article I Sec. 7

Resolved, That Article I, Section 7 of the Constitution be amended to read as follows:

Sec. 7. The General Convention shall hold its regular meeting not less than once in each three years, at a time and place determined in accordance with the Canons. In the event of a change of circumstances indicating the necessity or advisability of changing the date of such regular meeting of The General Convention beyond three years, said meeting may be rescheduled as provided by Canon. Special Meetings may be held as provided for by Canon.

CURRENT:

Time and place of meeting. Article I, Sec. 7. The General Convention shall meet not less than once in each three years, at a time and place determined in accordance with the Canons. Special meetings may be held as provided for by Canon.

A031 Amend the Constitution and Canons Relating to Mergers of Dioceses

(Proposed amended resolution text showing exact changes being made)

Resolved, That the 80th General Convention amend Article V, Section 4 of the Constitution to read as follows:

Art.V, Sec. 4. Whenever a new Diocese is formed and erected out of an existing Diocese *or out of two or more existing Dioceses or parts of them*, ~~it shall be subject to the Constitution and Canons of the Diocese out of which it was formed, except as local circumstances may prevent, until the same be altered in accordance with such Constitution and Canons by the Convention of the new Diocese~~ *the formation process of the newly formed Diocese, including the adoption of its Constitution and Canons, shall be as set forth in the Canons.*

~~Whenever a Diocese is formed out of two or more existing Dioceses, it shall be subject to the Constitution and Canons of that one of the said existing Dioceses to which the greater number of Members of the Clergy shall have belonged prior to the erection of such new Diocese, except as local circumstances may prevent, until the same be altered in accordance with such Constitution and Canons by the Convention of the new Diocese.~~

And be it further

Resolved, That Canon I.10 be amended to read as follows and voted on at the 81st General Convention:

Can.I.10

Sec. 1. Whenever a new Diocese is proposed to be formed within the limits of any Diocese, or by the junction of two or more Dioceses, or parts of *two or more* Dioceses, the Ecclesiastical Authorities and the Standing Committees of the Dioceses involved in the proposed new diocese shall submit for approval to the Conventions of each Diocese involved a joint agreement of union setting forth their agreements, including the manner of determining the Bishop Diocesan and other Bishops (if any), the provisions of the Constitution and Canons of the new Diocese, and such other matters as may be necessary or proper. Upon approval by the Conventions of each of the involved Dioceses, the joint agreement of union shall be submitted for ratification by the General Convention no less than ninety days prior to the first legislative day of the next meeting of the General Convention.

Sec. 2. Promptly after ratification by the General Convention, the Ecclesiastical Authority of the new Diocese, as set forth in the joint agreement of union, shall call the ~~Primary~~ *first* Convention of the new Diocese, for the purpose of enabling it to organize, and shall fix the time and place of holding the same, such place being within the territorial limits of the new Diocese.

Sec. 3. Whenever one Diocese is about to be divided into two Dioceses, the Convention of such Diocese shall declare which portion *or portions* thereof ~~are~~ *is* to be in the new Diocese, and shall make the same known to the General Convention before the ratification of such division.

Sec. 4. Whenever a new Diocese shall have organized in ~~first Primary~~ *first* Convention in accordance with the provisions of the Constitution and Canons in such case made and provided, and in the manner prescribed in the previous Sections of this Canon, and shall have chosen a name and acceded to the Constitution of the General Convention in accordance with Article V, Section 1 of the Constitution, and shall have laid before the Executive Council certified copies of the Constitution adopted at its ~~first Primary~~ *first* Convention, and the proceedings preparatory to the formation of the proposed new Diocese, such new Diocese shall thereupon be admitted into union with the General Convention.

Sec. 5. In the event of the erection of an Area Mission into a Diocese of this Church, as provided in Article V, Section 1 *of the Constitution*, the Convocation of the Area Mission shall be entitled to elect Deputies to the succeeding General Convention, and also to elect a Bishop. The jurisdiction previously assigned to the Bishop in the Area Mission shall be terminated upon the admission of the new Diocese.

Sec. 6. When a Diocese and one or more other Dioceses that were formed either by division therefrom or by erection into a Diocese or a Missionary Diocese formed by division therefrom, shall desire to be reunited into one Diocese, the proposed reunion must be initiated by the approval of the Conventions of the involved Dioceses of a joint agreement of union setting forth their agreements, including the manner of determining the Bishop Diocesan and other Bishops (if any), provisions of the Constitution and Canons of the new Diocese, and such other matters as may be necessary or proper. If the agreement of the Dioceses is made and the consents of their Conventions are given more than three months before the next meeting of the General Convention, the fact of the agreement and consents shall be certified by the Ecclesiastical Authority and the Secretary of the Convention of each involved Diocese to all the Bishops of the Church having jurisdiction and to the Standing Committees of all the Dioceses; and when the consents of a majority of such Bishops and of a majority of the Standing Committees to the proposed reunion shall have been received, the facts shall be similarly certified to the Secretary of the House of Deputies of the General Convention, and thereupon the reunion shall be considered complete. But if the agreement is made and the consents given within three months of the next meeting of the General Convention, the facts shall be certified instead to the Secretary of the House of Deputies, who shall lay them before the two Houses; and the reunion shall be deemed to be complete when it shall have been approved by a majority vote in the House of Bishops, and in the House of Deputies.

Sec. 7. When the union of two or more Dioceses or portions of Dioceses or the reunion of the two or more Dioceses shall have been completed, the facts shall be certified to the Presiding Bishop and to the Secretary of the House of Deputies. Thereupon the Presiding Bishop shall notify the Secretary of the House of Bishops of any alteration in the status or style of the Bishop or Bishops concerned, and the Secretary of the House of Deputies shall strike the name of any Diocese that will cease to exist or is being renamed from the roll of Dioceses in union with the General Convention and, if appropriate, amend the name of the newly united Diocese on the roll of Dioceses in union with the General Convention.

One First Reading:

A059 Amend Article X of the Constitution of The Episcopal Church (First Reading)

Resolved, That the 80th General Convention of The Episcopal Church repeal Article X in its entirety and replace it with the following:

Sec. 1. The Book of Common Prayer is understood to be those liturgical forms and other texts authorized by the General Convention in accordance with this article and the Canons of this Church.

The Book of Common Prayer in this Church is intended to be communal and devotional prayer enriched by our church's cultural, geographical, and linguistic contexts. The Book of Common

The Book of Common Prayer, as now established or hereafter amended by the General Convention, shall be in use in all the Dioceses of this Church.

Sec. 2. No alteration thereof or addition thereto shall be made unless the General Convention approve the same on first reading in one regular meeting of the General Convention and, by resolve so directing, be sent by the Secretary of the General Convention to the Secretary of the Convention of every Diocese, to be made known to the Diocesan Convention at its next regular meeting, and be adopted on second reading without alteration by the General Convention at its next succeeding regular meeting by a majority of all Bishops, excluding retired Bishops not present, of the whole number of Bishops entitled to vote in the House of Bishops, and by an affirmative vote by orders in the House of Deputies in accordance with Art. I, Sec. 5 of this Constitution, except that concurrence in the affirmative by the orders shall require the affirmative vote in each order by a majority of the Dioceses entitled to representation in the House of Deputies.

Sec. 3. No alteration thereof or addition thereto shall be made unless it has previously been authorized for Trial Use in accordance with this Article and the Canons of this Church.

Sec. 4. The General Convention may at any one meeting, by a majority of the whole number of the Bishops entitled to vote in the House of Bishops, and by a majority of the Clerical and Lay Deputies of all the Dioceses entitled to representation in the House of Deputies, voting by orders as previously set forth in this Article:

- a. Amend the Table of Lessons and all Tables and Rubrics relating to the Psalms.
- b. Authorize for Trial Use such alterations or additions in whole or in part to the established Book of Common Prayer as may be proposed in accord with the Canons of this Church and duly undertaken by and implemented according to the directives of the General Convention.
- c. Authorize for use throughout this Church, as provided by Canon, alternative and additional liturgies to supplement those provided in the Book of Common Prayer.

Sec. 5. Nothing in this Article shall be construed as restricting the authority of the Bishops of this Church to take such order as may be permitted by the Rubrics of the Book of Common Prayer or by the Canons of the General Convention for the use of special forms of worship.

And be it further

Resolved, That the General Convention direct the President of the House of Deputies and the Presiding Bishop to appoint a working group of nine members to include the Custodian of The Book of Common Prayer, some members of Committee 12 of the 80th General Convention, some members of a Standing Commission on Liturgy and Music, and others as needed to review the Canons relevant to the implementation of this Article and propose

revisions to the 81st General Convention. An initial framework is provided as a starting point for this work; and be it further

Resolved, That an allocation of \$30,000 be made to support the work of the working group.

CURRENT: Article X: Of The Book of Common Prayer

1. *The Book of Common Prayer.* The Book of Common Prayer, as now established or hereafter amended by the authority of this Church, shall be in use in all the Dioceses of this Church. No alteration thereof or addition thereto shall be made unless the same shall be first proposed in one regular meeting of the *Alterations or additions*. General Convention and by a resolve thereof be sent within six months to the Secretary of the Convention of every Diocese, to be made known to the Diocesan Convention at its next meeting, and be adopted by the General Convention at its next succeeding regular meeting by a majority of all Bishops, excluding retired Bishops not present, of the whole number of Bishops entitled to vote in the House of Bishops, and by a vote by orders in the House of Deputies in accordance with [Article I, Sec. 5](#), except that concurrence by the orders shall require the affirmative vote in each order by a majority of the Dioceses entitled to representation in the House of Deputies.

Exceptions. But notwithstanding anything herein above contained, the General Convention may at any one meeting, by a majority of the whole number of the Bishops entitled to vote in the House of Bishops, and by a majority of the Clerical and Lay Deputies of all the Dioceses entitled to representation in the House of Deputies, voting by orders as previously set forth in this Article:

- a. *Lectionary.* Amend the Table of Lessons and all Tables and Rubrics relating to the Psalms.
- b. *Trial use.* Authorize for trial use throughout this Church, as an alternative at any time or times to the established Book of Common Prayer or to any section or Office thereof, a proposed revision of the whole Book or of any portion thereof, duly undertaken by the General Convention.

Special forms of worship. And *provided* that nothing in this Article shall be construed as restricting the authority of the Bishops of this Church to take such order as may be permitted by the Rubrics of the Book of Common Prayer or by the Canons of the General Convention for the use of special forms of worship.