

**Diocese of Milwaukee  
Executive Council Minutes  
May 21, 2016 9:30 a.m.  
St. Bartholomew's, Pewaukee**

Present: The Rt. Rev'd Steven A. Miller; Mr. Clyde Bachand, Diocesan Treasurer; The Rev'd Seth Dietrich; The Rev'd Dr. Jonathan Grieser; Mr. Peter Larson; The Rev'd Gary Manning, Vice-President of Executive Council; Dr. Gust Olson; Ms. Meredie Scrivner; The Rev'd David Simmons, Co-President of the Standing Committee; The Rev'd Elizabeth Tester; Mr. John Washbush; Janice Watter and The Venerable Chuck Zeller Mayer

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

Absent: Ms. Jill Heller; The Very Rev'd Andrew "Andy" Jones; and the ex-officio members (attendance is optional): The Rev'd Martha Berger, President, Commission on Ministry and Mr. Patrick Johnson, President of Trustees of Funds & Endowments

Bishop Miller called the meeting to order at 9:33 a.m. and opened with a prayer of thanksgiving and for wisdom, ending with the Lord's Prayer.

Bishop Miller expressed his appreciation to the council for their flexibility, starting earlier, affording him the opportunity to represent the diocese at the commencement exercises at St. John's Northwestern Military Academy.

**Building repair/maintenance for Nicholson House – Bishop Miller**

Bishop Miller explained that:

- the soil testing was completed May 2nd
- the condition of the southwest corner seems the result of steam/the heating system, not from geological issues
- no bid is available at this time, therefore no further discussion/voting today

Bishop Miller asked The Rev'd Seth Dietrich to speak regarding a parallel meeting at Nicholson House.

The Rev'd Seth Dietrich reminded the council of his suggestion to do a parallel study clarifying the ownership issue and other property concerns. He noted that:

- the members of the group are: Mr. Rick Donner, real estate attorney with Reinhart Law; Mr. Bill Robison, architect and Mr. Andy Stillman, eastside realtor
- they met at Nicholson House and toured, with Bishop Miller, The Rev'd Gary Manning, Ms. Patty Jaffke and Mr. Daryl French, the building from top to bottom, inside and out
- the consensus was that there was a lot of square footage, a lot of beautiful space but also a lot work that needed to be done

Further discussion centered on the two questions that are in flux regarding the building:

- Is this building what the diocese needs?
- What needs to be done to the building to preserve it structurally?

### **Request from Crimson Way Church – Bishop Miller**

Bishop Miller explained that, because the Diocese is still on the property title with Crimson Way Church, the Village of Elm Grove wants the Diocese to sign the license agreements for the limited purpose of joining in the indemnification.

Ms. Marlene Udovich assured the EC that their land contract payments are current; there are no issues with Crimson Way Church.

It was also clarified that the risks would be minuscule.

The Rev'd Elizabeth Tester moved and The Rev'd Gary Manning seconded that the Diocese join in the license agreements Crimson Way Church must enter into with the Village of Elm Grove in order to put two church-related signs in Village rights of way with the assurance that we are insured on their policy.

The motion carried and the request is now passed on to the Standing Committee.

### **Diocesan Convention – Bishop Miller**

Bishop Miller first distributed this year's convention flyer listing the theme, dates, place and workshops for the convention.

Bishop Miller noted that The Rev'd Andrew "Andy" Jones would be meeting with the Imperiled Parish task force in late May and would be reporting to the EC at the next meeting.

Bishop Miller stated that his special order of business regarding the diocesan convention was a Canonical change regarding the election of deputies and alternate deputies to the general convention. He asked Mr. John Washbush, the diocesan parliamentarian, to create a Canonical Resolution that would take effect immediately at the current convention; that instead of being elected at two conventions, all (deputies and alternates) would be elected at one.

Bishop Miller's explained his rationale:

1. The full contingency/deputation is established after the first convention and assigned work for the general convention can be started with all the members working together.
2. With the current election process, the individual who came in 5<sup>th</sup> at the first election is not always elected or even on the ballot in the second election.
3. With the new staggered convention pattern 2/1/1, electing all on the two day convention affords more people the opportunity to be elected.

### **Financial Reports – Ms. Marlene Udovich**

Ms. Marlene Udovich gave

- an overview of the current balance sheet highlighting significant areas of change both in expenditures and savings

--the three year comparison of assessment income and noted the improvement over the years because of constant communication

Ms. Marlene Udovich also explained that the 2017 proposed budget is a rough draft due to some Parochial Reports not being turned in while some are incomplete.

She also highlighted significant adjustments.

Bishop Miller and the EC again expressed appreciation for all the work that went into having at least a rough budget so early. A revised budget will be submitted by mid-June with the final proposed budget sent out before the July conference call.

### **Request to House the Diocesan Archives at DeKoven – Bishop Miller**

Bishop Miller explained that:

--some of the diocesan archives are in Nicholson House (Storage circumstances are not optimal.)

--some of the diocesan archives are at the Historical Society (Money is being sought.)

--DeKoven has the space and the willingness to take on storing and organizing the diocesan archives

--they are requesting \$1,800.00 for shelving and supplies

The Rev'd Gary Manning moved and it was seconded by several EC members to authorize Mr. Max Dershem's requested expenditure. It passed unanimously.

### **July Conference Call – The Rev'd Gary Manning**

The Rev'd Gary Manning reminded the EC that:

--the custom, for the past number of years, is that Executive Council meets, by teleconference, for its July meeting

--there is usually only one item of business for that meeting, which is the **approval of a draft budget** for the upcoming year to present at Diocesan Convention in October

--meeting by telephone is not optimum (can't see each other; technological difficulties; attentiveness)

--it takes into consideration people's travel and vacation schedules during the summer

--if a face-to-face meeting was desirable the date and time would remain as published, Thursday, July 14, at 5:00 p.m.

After a brief discussion the following was determined:

--great appreciation to Ms. Marlene Udovich for the timeliness of the preliminary budget

--questions regarding the budget would be submitted to Ms. Marlene Udovich ahead of the July meeting (by June 15<sup>th</sup>)

--she would prepare responses to the questions in a separate document

--a reminder regarding the procedure would be sent out

--it may end up being only a 10 minute call

### **OLD BUSINESS**

### **Diocese of Milwaukee Episcopal Parental Leave Policy – The Rev'd Gary Manning**

The Rev'd Gary Manning reviewed, with the EC, the Redraft of the Diocese of Milwaukee Episcopal Parental Leave Policy. After further discussion and clarification regarding the terms:  
--"full time"  
--"require" or "strongly encourage"

Mr. John Washbush moved and The Rev'd Seth Dietrich seconded an amendment to the policy adding "as defined by the Church Pension Fund" after "full time." It was approved.

Bishop Miller summarized the feelings of the EC members regarding "require" or "strongly encourage." By vote and general agreement, the policy would be "strongly encouraged."

The motion to adopt the Parental Leave Policy, as stated in Appendix A, with one grammatical correction, was approved.

### **Resolution Regarding 2017 Clergy Minimum Compensation – The Rev'd Gary Manning**

The Rev'd Gary Manning reminded the EC that the purpose of reviewing the Resolution was to help bring clarification and understanding of the Resolution before the convention.

Bishop Miller indicated that a Canonical Amendment may be in order allowing the Resolution Regarding Clergy Minimum Compensation to go directly to convention. He asked Mr. John Washbush, the diocesan parliamentarian to research it.

The "Years' Experience" brackets were discussed and clarified to mean:

0 thru 2  
3 thru 7  
8 thru 12  
12 thru 18

The Rev'd Gary Manning moved and The Rev'd Jonathan Grieser seconded the motion to endorse the Resolution Regarding 2017 Minimum Clergy Compensation with the above clarification. It was so approved.

### **Approval of the Minutes from the April 9, 2016 Executive Council (EC) Meeting**

Bishop Miller asked if there were any additions, deletions or changes to the minutes of the April 9, 2016 Executive Council Meeting. The Rev'd Gary Manning moved and The Rev'd David Simmons seconded the approval of the minutes as submitted. The Bishop called for a vote to approve the minutes from the April 9, 2016 Executive Council Meeting as submitted. They were so approved.

### **Report from Canon for Congregations – Canon Peggy Bean**

Canon Peggy Bean highlighted the following items in her submitted report:

--There was great grant collaboration, but that it was also important to note that any parish not current with their financial responsibilities were not considered for nor given grants.

- Leadership Days were most successful with 160 in attendance the first day and 120 in attendance the second day.
- The Diocese of Milwaukee hosted the National DCDI trainers gathering and two teams from the Diocese of Fond du Lac are planning to attend our fall CDI class.

Canon Peggy Bean also noted that she had included in drop box two separate documents given current data on diocesan church locations in conjunction with the average Sunday attendance. (ASA)

### **Bishop's Report – Bishop Miller**

Bishop Miller first asked for continued prayers for his mother-in-law, noting that he shares today's aging parent concerns.

Bishop Miller reflected on the rebuilding of the convocations:

- He expressed his appreciation for the deans who have supported his efforts.
- He especially recognized two convocations as “stellar—with joint evensong and Bible Studies (West and Madison)
- He has “charged” the deans with developing the nomination list for the convention affording larger representation on committees.

Bishop Miller also reported that:

- He would be involved with the South Central Synod of the ELCA in conjunction with the ministerial work at St. Luke's Whitewater.
- He, along with Ms. Marlene Udovich, Mr. Mike Hagon, The Rev'd Jason Lavann, The Rev'd Ian Burch and Mr. Mike Weber, would be attending Project Resource, “a three day conference for Bishops designed to incite a new culture in financial development and membership growth, .....such that a team of five people (one Bishop, two clergy, two lay leaders) can return to their diocese equipped to teach and lead locally in areas of resource development.”
- Two of the diocesan parishes are significantly relieved of financial debt: St. Bartholomew's, Pewaukee and St. Mary's Dousman.
- 18 were confirmed/received at St. Mary's, Dousman.
- 4 will be ordained on June 11<sup>th</sup>:  
 Permanent Deacons: Ms. Nancy Hills, The Cathedral Church of All Saints and Dr. Esther Kramer, St. John Chrysostom, Delafield  
 Transitional Deacons: Mr. Lars Skoglund, St. Mary's, Dousman and Mr. Daniel Spors, St. Matthias, Waukesha

Bishop Miller also noted that several property issues had surfaced and a face-to-face meeting in late June or early July may be needed.

Members asked if a poll for available dates could be taken soon and if the budget discussion set for a conference call in July could be incorporated in that meeting. Both items were agreed upon.

Bishop Miller called for all to wear Orange on June 2<sup>nd</sup> as a “sign of our commitment to reducing gun violence in our communities.”

The Rev’d Seth Dietrich, along with many of the EC members, expressed gratitude to Bishop Miller, for his leadership in the area of gun control.

Bishop Miller said that he was considering rolling out a civil/political discourse using Palmer Parker (an author, educator, and activist who focuses on issues in education, community, leadership, spirituality and social) material.

Bishop Miller concluded that the 2017 meeting dates for EC would be ready by the next meeting. Though interest in moving the starting time from 10:00 a.m. to 9:00 a.m. was expressed, it was felt that those considerations should be dealt with after elections.

And with Bishop Miller’s “Go in Peace,” the meeting was adjourned at 11:23 p.m.

**The next meeting is on July 14<sup>th</sup>, 2016 as a Conference Call unless an earlier face-to-face meeting is set up.**

Respectfully submitted,

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

**Future Meeting Dates for 2016 Executive Council are:**

**September 10<sup>th</sup>**  
**November TBD**

## APPENDIX A

### DIOCESE OF MILWAUKEE EPISCOPAL PARENTAL LEAVE POLICY

#### PURPOSE:

All congregations *and the Diocese*, are **strongly encouraged** to provide full time stipendiary clergy *and full time lay employees*, **as defined by the Church Pension Fund**, with a parental leave of absence. This policy provides consistency throughout the diocese and outlines the process for *the* Diocese and congregations to use.

#### POLICY:

#### BIRTH OF A CHILD:

- (a) The **cleric or lay employee** giving birth is to receive **up to twelve (12)** weeks paid leave.

The **cleric or lay employee** giving birth **who are active participants in the Church Pension Fund ("CPF")** should submit a claim for short term disability ("**STD**"), which will reimburse the employer for 70% of the employee's total compensation figure (up to \$1,000/week). The remaining 30% of total compensation shall be paid by the congregation or the Diocese. The **STD** period normally will be six (6) weeks.

- (b) If the spouse of a full-time **cleric or a full-time lay employee** gives birth, the **cleric or lay employee** will receive **up to two (2)** weeks paid leave. *Up to an additional **ten (10)** weeks of unpaid leave may also be provided. Total leave time (paid and unpaid) for the non-birth-giving spouse is not to exceed **twelve (12)** weeks.*

**ADOPTION:**

- (a) *One adoptive parent is eligible for up to seven and one-half (7.5) weeks of paid leave and up to four and one-half (4.5) weeks of unpaid leave. The congregation or Diocese paid time is the same for adoption as for the birth of a child except that CPG does not provide STD benefits for an adoption. Total leave time (paid and unpaid) is not to exceed twelve (12) weeks;*
- (b) *Should the spouse of the adoptive parent also be employed by a congregation or the Diocese, the spouse would be eligible for up to two (2) weeks paid leave.*