

Resolutions

A-176 Minimum Clergy Compensation

Submitted on behalf of the Diocesan Council

1. **BE IT RESOLVED** that this 176th Convention of the Episcopal Diocese of Missouri set the annual standard base compensation for full-time clergy in 2016 as follows:

CASH SALARY & HOUSING ALLOWANCE \$58,480
[The actual compensation should be determined by Resolution of the Vestry/Bishop's Committee, in consultation with the clergy.]
2. **BE IT FURTHER RESOLVED** that the Church Pension Fund assessment will be paid by the congregation;
3. **BE IT FURTHER RESOLVED** that \$50,000 group life will be paid by the congregation;
4. **BE IT FURTHER RESOLVED** that the medical coverage for clergy be in compliance with Diocesan Resolution A-172;
5. **BE IT FURTHER RESOLVED** that a standard of ten days per calendar year and \$500 will be provided for continuing education;
6. **BE IT FURTHER RESOLVED** that the standard auto allowance will be \$2,000 per year;
7. **BE IT FURTHER RESOLVED** that all parishes and missions encourage their full-time clergy to set aside the equivalent of two days each week for personal time, 24 hours of which must be consecutive;
8. **BE IT FURTHER RESOLVED** that all parishes and missions be strongly encouraged to provide dental insurance for clergy and eligible dependents, or be assured they already have such coverage; and
9. **BE IT FURTHER RESOLVED** that the Clergy in Charge shall accrue two weeks of sabbatical time for each year of service.

Rationale (A-176)

1. 2015 cash salary plus housing allowance was \$58,480. The recommendation for 2016 reflects no increase. This recommendation is based on a decrease in the Consumer Price Index using the Bureau of Labor Statistics, Consumer Price Index - Midwest Urban Consumers first half of 2014 comparison to the first half of 2015.
2. The Canons of the Episcopal Church mandate that pension assessments be paid by congregations (assessment = 18 percent of cash salary plus housing and utilities allowance).
3. Provides for \$50,000 of term life insurance for active clergy. (In addition, all active clergy are eligible to receive an additional term life insurance benefit from the Church Pension Fund equal to four times total compensation to a maximum of \$100,000).

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Rationale (A-176) *continued*

4. A list of medical plans can be obtained from the Office of the Bishop.
5. Congregations are encouraged to provide both time and financial resources to assist clergy with continuing education opportunities.
6. Standard allowance for auto expense.
7. Congregations are urged to encourage their clergy to take two days of personal time in the manner stated above.
8. A list of dental plans can be obtained from the Office of the Bishop.
9. Per standard clergy letter of agreement.

This resolution establishes a standard base compensation for clergy. Congregations are urged and invited to compensate clergy beyond the standard. It is understood that under individual circumstances and conditions internal adjustments in the compensation package may be negotiated.

B-176 Seeking Our Past: Creating Our Future

Submitted by the Diocesan Commission on Dismantling Racism

1. **BE IT RESOLVED** that this 176th Convention of the Episcopal Diocese of Missouri highly recommends to the Episcopal diocesan congregations, institutions or entities a study/ consultation on how they have been impacted by institution racism, with the expressed purpose of becoming aware of and eliminating any vestige of racism or discrimination from their bodies; and
2. **BE IT FURTHER RESOLVED** that each Episcopal congregation, institution or entity be encouraged to use a resource such as the nationally acclaimed “Seeking Our Past: Creating our Future” written by the Episcopal Commission on Dismantling Racism of the Diocese of Missouri.

Rationale (B-176)

Such a study/consultation should help Episcopal congregations, institutions or entities with the following:

- To become aware of how racism, segregation and discrimination have impacted its membership in the past and may hinder its Christian witness in the future.
- To help its membership understand how to become a better, open and welcoming community.
- To be a resource in helping its membership and the community around it to become a place where dialogue can occur when there is racial or ethnic strife locally or beyond.
- To become a positive influence for peace and justice for all.

Members of the Commission on Dismantling Racism are available to lead and/or train persons in the congregation to facilitate the Seeking Our Past: Creating Our Future program at no cost. The Commission also will provide the necessary training manuals to all participants.

NOTE: Copies of “Seeking Our Past: Creating our Future,” are available at this convention.

C-176 Cloud of Witnesses

Submitted by General Convention Deputation

1. **BE IT RESOLVED** that this 176th Convention of the Episcopal Diocese of Missouri urges the Standing Commission on Theology, Liturgy and Music to propose to the 79th General Convention the addition of the Right Reverend Daniel Sylvester Tuttle (1837-1923), the Reverend George William Foote (1843-1913) and the Reverend Edwards Nichols Goddard (1834-1911) to the liturgical calendar by inclusion in A Great Cloud of Witnesses, thus honoring those who most significantly helped develop the Church in the western continental United States; and
2. **BE IT FURTHER RESOLVED** that this resolution be appropriately transmitted to the Office of the General Convention and the Standing Commission on Theology, Liturgy and Music by the Secretary of this Convention and supported through efforts of the General Convention Deputation of this Diocese.

Rationale (C-176)

A resolution asking the 77th General Convention meeting in Indianapolis, 2012, to include these three individuals in Holy Women, Holy Men, was passed by the Diocese of Utah, meeting in 2011. The General Convention passed the resolution proffered by Diocese of Utah and thus commended the Standing Commission on Liturgy and Music to include Tuttle, Foote and Goddard in the calendar. The Commission, however, and much to the great disappointment to the Deputations from Montana, Utah, Missouri and Idaho, chose to not include these three in their recommendation for those to be included to the 78th General Convention meeting in Salt Lake City.

Not willing to let the matter die, and believing that the entire church should be informed and then celebrate these individuals, several members of the four Deputations pledged to make a concerted effort to again try and persuade the Commission to include these pioneers who were instrumental to bringing the church to the over 315,000 square mile missionary district of Montana, where at first the only modes of transportation were horseback or stagecoach.

For those unfamiliar with the story of these three the following is offered:

On May 23, 1867, newly consecrated Bishop Daniel Sylvester Tuttle and the Reverend Edward N. Goddard left New York for Salt Lake City where they would join the Reverend George Foote, Bishop Tuttle's brother-in-law, in establishing the Episcopal Church in Utah, Idaho and Montana.

Edward N. Goddard worked tirelessly to extend ministry to rail workers and miners, especially in Montana, which became a foundation for church expansion in the inter-mountain area. Rev. Goddard encountered many perils throughout his ministry, including nearly drowning as he crossed a swollen creek while on visitation with Bishop Tuttle in June 1870.

George W. Foote is credited with initially bringing the Episcopal Church to the Missionary District while Bishop-elect Tuttle awaited consecration. He also spearheaded the development of the church's educational ministry; his efforts are still apparent today in Rowland Hall-St. Mark's School of Salt Lake City and its association with the Episcopal Diocese of Utah.

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Rationale (C-176) *continued*

Daniel Sylvester Tuttle traveled the district extensively establishing multiple parishes, a hospital, and preaching stations and later served as the 13th Presiding Bishop of the Episcopal Church while Bishop of Missouri. All told, Bishop Tuttle served as a bishop for fifty six years.

All three dedicated clergy traveled west before the transcontinental railroad's completion at great personal risk, including armed confrontations between Native Americans and white settlers. In spite of these difficulties, these clergy raised considerable funds from East Coast donors and locally from a variety of faiths, with goals of developing the church, of fighting polygamy, and of establishing medical and educational institutions and ministries where there were none. Each contributing his own talents, they launched a church that thrived on ecumenism and created a progressive foundation that would foster activists for social justice and peace, such as Bishop Paul Jones whom we honor on September 4th.

D-176 Parental Leave

Submitted by the General Convention Deputation

1. BE IT RESOLVED that this 176th Convention of the Episcopal Diocese of Missouri recognizes the importance of family in the life of clergy and laity employed by the Church;
2. BE IT FURTHER RESOLVED that this convention strongly urges the diocese, congregations, and other church-related offices and agencies to establish and distribute parental leave policies for birth and adoptive parents, both clergy and lay, in their employ; and
3. BE IT FURTHER RESOLVED that such policies clearly state that clergy who give birth have a 12 week benefit that is available through the short term disability coverage provided by the Church Pension Fund.

Rationale (D-176)

General Convention Resolution 2015-D030:

Resolved, the House of Bishops concurring, That the 78th General Convention strongly urges all dioceses, congregations, and other church-related offices and agencies/contexts to establish and make available parental leave policies for birth and adoptive parents, both clergy and lay, in their employ; and be it further

Resolved, That the 78th General Convention extend the provisions stated in resolution 2000-C042, to include mention that clergy who give birth have a 12 week benefit that is available through the short term disability coverage provided by the Church Pension Fund; and be it further

Resolved, That the 78th General Convention directs the Church Pension Group to increase publicity and knowledge about the provisions provided through the short term disability; and be it further

Resolved, That the 78th General Convention directs the Executive Council in consultation with the Church Pension Group to prepare a church wide model policy on parental leave for both birth and adoptive parents for consideration by the 79th General Convention.

E-176 Updated Alcohol Policy

Submitted by General Convention Deputation

1. **BE IT RESOLVED** that this 176th Convention of the Episcopal Diocese of Missouri acknowledge The Episcopal Church's long-standing tolerance for the use of alcohol which, in some cases, has contributed to its misuse, and has undermined a climate of wholeness and holiness for all; that our Church culture too often avoids hard conversations about alcohol use, and the role of forgiveness and compassion in healing and recovery; and that The Episcopal Church now commits to create a new normal in our relationship with alcohol. We aspire to be a place in which conversations about alcohol, substance misuse, or addiction are not simply about treatment but about renewal, justice, wholeness, and healing. We affirm that Recovery Ministries of The Episcopal Church has long been and continues to be a valuable resource for this work; and
2. **BE IT FURTHER RESOLVED** this 176th Convention of the Episcopal Diocese of Missouri adopt the following policy on serving alcoholic beverages at church functions and that this policy remain in effect until changed at a subsequent Diocesan Convention:

Diocese of Missouri - Alcohol Policy

This policy applies to all groups hosting events on church premises as well as ministry activities that are church sanctioned but occur off premises.

1. The Church must provide a safe and welcoming environment for all people, including people in recovery.
2. All applicable federal, state, and local laws shall be obeyed, including those governing the serving of alcohol to minors. Under no circumstances may minors consume, sell, distribute or handle alcoholic beverages. Distributing alcoholic beverages to those who are intoxicated is prohibited.
3. Serving alcoholic beverages at congregational events where minors are present is strongly discouraged. If minors are present, alcohol must be served at a separate station that is monitored at all times to prevent underage drinking.
4. Whenever alcohol is served, appealing non-alcoholic alternatives must always be offered with equal prominence, accessibility and quantity. Food must be provided whenever alcohol is available. Alcoholic beverages and food containing alcohol must be clearly labeled as such.
5. The serving of alcoholic beverages shall not be publicized as an attraction of the event.
6. Any event including alcohol must receive the consent of the priest in charge of the congregation or his/her designee.
7. Beer and wine are the only permissible alcoholic beverages under this policy.
8. Adults are to be in control of the serving of alcoholic beverages. Those adults must not drink alcoholic beverages during that time. Those showing signs of intoxication must not be served. Drunkenness is inappropriate and unacceptable.
9. Alcoholic beverages stored on church premises shall be in locked storage, so that they are not accessible to unsupervised minors.
10. Alcoholic beverages shall not be served when the business of the Church is being conducted.
11. Alcoholic beverages shall not be consumed by adults who accompany minors off church property on a parish-related activity.
12. Clergy shall consecrate an appropriate amount of wine when celebrating the Eucharist and perform ablutions in a way that does not foster or model misuse. Drinking the consecrated wine left over following the Eucharist is never a requirement. Respectfully disposing of the wine by pouring it on the ground or down a piscina is always an option. Clergy are encouraged to acknowledge the efficacy of receiving the sacrament in one kind and consider providing non-alcoholic wine.

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E-176 Updated Alcohol Policy *continued*

13. Any church group advertising to the public or any outside group that hosts an event on church property and serves alcohol must obtain an event rider or certificate of insurance naming the church as loss payee and showing limits of liquor liability equal to the church's general liability.
14. The groups or organizations sponsoring the activity or event at which alcoholic beverages are served should offer alternative transportation for anyone whose capacity to drive may be impaired.
15. Ministries inside or outside of congregations will make certain that alcohol consumption is not the focus of the ministry and that drinking alcohol is not an exclusively normative activity.
16. The Episcopal Recoveries Ministry shall develop nonbinding guidance for consideration by congregations and the diocese.
17. The priest in charge and Vestry/Bishop's Committee of the congregation are responsible for ensuring that this policy is disseminated and observed.

Rationale (E-176)

The 2015 General Convention (A158) adopted new policy guidelines for the use of alcohol in the church. This resolution reflects an update to the Alcohol Policy adopted by the Diocesan Convention in 2010.

General Convention 2015 - A158 Alcohol Policy

Resolved, the House of Bishops concurring, that the 78th General Convention acknowledge The Episcopal Church's long-standing tolerance for the use of alcohol which, in some cases, has contributed to its misuse, and has undermined a climate of wholeness and holiness for all; that our Church culture too often avoids hard conversations about alcohol use, and the role of forgiveness and compassion in healing and recovery; and that The Episcopal Church now commits to create a new normal in our relationship with alcohol. We aspire to be a place in which conversations about alcohol, substance misuse, or addiction are not simply about treatment but about renewal, justice, wholeness, and healing. We affirm that Recovery Ministries of The Episcopal Church has long been and continues to be a valuable resource for this work; and be it further

Resolved, that the 78th Convention adopt the following policy on alcohol and other substance misuse and encourage dioceses, congregations, seminaries, schools, young adult ministries, and affiliated institutions to update their policies on the use of alcohol and other substances with the potential for misuse. These policies should consider the following:

1. The Church must provide a safe and welcoming environment for all people, including people in recovery.
2. All applicable federal, state and local laws should be obeyed, including those governing the serving of alcoholic beverages to minors.
3. Some dioceses and congregations may decide not to serve alcohol at events or gatherings. Others may decide to permit a limited use of alcoholic beverages at church-sponsored events. Both can be appropriate if approached mindfully.
4. When alcohol is served, it must be monitored and those showing signs of intoxication must not be served. Whenever alcohol is served, the rector, vicar, or priest-in-charge must appoint an adult to oversee its serving. That adult must not drink alcoholic beverages during the time of his or her execution of his or her responsibilities. If hard liquor is served, a certified server is required.

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5. Serving alcoholic beverages at congregational events where minors are present is strongly discouraged. If minors are present, alcohol must be served at a separate station that is monitored at all times to prevent underage drinking.
6. Alcoholic and non-alcoholic beverages must be clearly labeled as such. Food prepared with alcohol does not need to be labeled provided the alcohol is completely evaporated by the cooking process; however, it is recommended that even in this case the use of alcohol in cooking be noted on a label.
7. Whenever alcohol is served, appealing non-alcoholic alternatives must always be offered with equal prominence and accessibility.
8. The serving of alcoholic beverages at church events should not be publicized as an attraction of the event, e.g. “wine and cheese reception,” “cocktail party,” and “beer and wine tasting.”
9. Ministries inside or outside of congregations will make certain that alcohol consumption is not the focus of the ministry and that drinking alcohol is not an exclusively normative activity.
9. Food must be served when alcohol is present.
10. The groups or organizations sponsoring the activity or event at which alcoholic beverages are served must have permission from the clergy or the vestry. Such groups or organizations must also assume responsibility for those persons who might become intoxicated and must provide alternative transportation for anyone whose capacity to drive may be impaired. Consulting with liability insurance carriers is advised.
11. Recognizing the effects of alcohol as a mood-altering drug, alcoholic beverages shall not be served when the business of the Church is being conducted.
12. Clergy shall consecrate an appropriate amount of wine when celebrating the Eucharist and perform ablutions in a way that does not foster or model misuse.
13. We encourage clergy to acknowledge the efficacy of receiving the sacrament in one kind and consider providing non-alcoholic wine.

And be it further

Resolved, that, mindful of the emerging legalization of other addictive substances and the increasing rise of addiction, the Executive Council of The Episcopal Church provide for the ready availability, implementation, and continuing development of this policy church-wide, in consultation and coordination with Recovery Ministries of The Episcopal Church.

Diocese of Missouri Alcohol Policy
Adopted by Diocesan Convention 2010

This policy applies to all groups hosting events on church premises.

1. All applicable federal, state, and local laws are to be obeyed. Under no circumstances may minors consume, sell, or distribute alcoholic beverages. Distributing alcoholic beverages to those who are intoxicated is prohibited.
2. Alcoholic beverages and food containing alcohol must be clearly labeled as such.
3. Whenever alcohol is served, non-alcoholic alternatives are always provided with equal attractiveness, accessibility, and quantity. Food is provided whenever alcohol is available.
4. The serving of alcoholic beverages should not be publicized as an attraction of the event.
5. No event will include alcohol without first consulting with and receiving the consent of the priest in charge of the congregation or his/her designee.
6. Responsible adults are to be in control of the serving of alcoholic beverages. Drunkenness is inappropriate and unacceptable at church events.

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7. The furnishing of alcoholic beverages is limited to beer and wine.
8. The priest in charge and Vestry/Bishop's Committee of the congregation are responsible for ensuring that this policy is disseminated and observed.
9. Chemical distribution other than alcohol is clearly controlled under federal, state, and local laws and, as such, is forbidden at any function.
10. Alcoholic beverages stored on church premises are in locked storage, so that they are not accessible to unsupervised minors.
11. Alcoholic beverages are not to be consumed by adults who accompany minors off church property on a parish-related activity.
12. Any outside group or group advertising to the public that hosts an event on church property and serves alcohol is required to obtain an event rider or certificate of insurance naming the church as loss payee and showing limits of liquor liability equal to the church's general liability.
13. The Episcopal Recoveries Ministry shall develop nonbinding guidance for consideration by congregations and the diocese.

F-176 Culture of Alcohol

Submitted by General Convention Deputation

1. **BE IT RESOLVED** that this 176th Convention of the Episcopal Diocese of Missouri commend General Convention Resolution 2015-A159 to clergy, members, congregations, and agencies of the Diocese of Missouri:

General Convention 2015 – Resolution A159

The Role of the Church in the Culture of Alcohol and Other Drug Abuse

Resolved, the House of Bishops concurring, that the 78th General Convention recognize that the field of substance use disorders and addiction has advanced substantially since 1985 when the 68th General Convention passed the current policy, acknowledging that alcohol use, addiction and recovery all involve biological, psychological, social and spiritual dimensions; and be it further

Resolved, that, as Holy Baptism is the entrance to the life of wholeness and holiness and addiction disrupts relationships with God, others, and ourselves, impairing body, mind, and spirit, the Church, respecting the dignity of every human being, has a moral and ethical responsibility to:

1. Confront and repent of the Episcopal Church's complicity in a culture of alcohol, denial, and enabling,
2. Speak to cultural norms that promote addiction,
3. Promote spiritual practices as a means of prevention and healing,
4. Advocate for public funding and health insurance coverage for prevention, intervention, treatment and recovery, and collaborate with qualified community resources offering these services, and to respond with pastoral care and accountability.

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F-176 Culture of Alcohol *continued*

And be it further

Resolved, that The Episcopal Church affirms the need for exercising a healing ministry to all whose lives are affected by addiction and encourages all members of The Episcopal Church to pursue healing in their personal, professional, relational and vocational lives, and to seek help at the first sign of the disease of addiction; and be it further

Resolved, that The Episcopal Church acknowledge that the epidemic of addiction has a severely adverse social, economic, environmental, and spiritual impact on all communities, and presents particular challenges to communities of marginalized people at home and abroad; and be it further

Resolved, The Episcopal Church directs dioceses to work in partnership with The Episcopal Church Medical Trust, Recovery Ministries of The Episcopal Church, and community-based organizations in order to address most effectively prevention, intervention/diversion, education, advocacy, treatment, and recovery, including developing a list of trained therapists and consultants who are available to assist clergy and laity in this education process.

2. **BE IT FURTHER RESOLVED** that this Convention encourage all clergy, members, congregations, and agencies of the Diocese of Missouri to engage in conversation and training on these issues.

Rationale (F-176)

We recognize these conversations are often difficult, but avoiding them can contribute to behavior that is part of the alcoholic system.

The diocese, congregations and professionals within them are encouraged to exercise a ministry that helps facilitate those discussions.

Please note: as we transition to a more "paperless convention" we will print only three copies of the convention booklet for each table. If you prefer to have your own copy we ask that you print it in advance and bring it with you to convention.

For those who prefer using digital copies: download the booklet to your laptop, smart phone or tablet in advance of convention from the diocesan website. Wifi will not be available on the convention floor. The convention booklet will be available at Noon on Monday, Nov. 16.

DioceseMO.org/Convention2015

G-176 Reduced Assessments to Support Local Ministry

Submitted by the General Convention Deputation

1. **BE IT RESOLVED** that this 176th Convention of the Episcopal Diocese of Missouri acknowledges the 79th General Convention's plan to additionally reduce diocesan assessment percentages over the next three years in order to allow more Diocesan funds to be available for local ministry;
2. **BE IT FURTHER RESOLVED** that this Convention requests the Diocesan Treasurer or other appropriate person or body of the Diocese report to the 177th Diocesan Convention the actual amount of assessment for the next three fiscal years, the amount the assessment would be if still imposed at 19%, and the difference between the two; and
3. **BE IT FURTHER RESOLVED** that this Convention requests Council add to the New Ventures in Community Ministry the funds equal to the reduced assessment amount for the next three fiscal years.

Rationale (G-176)

General Convention adopts a triennial budget for The Episcopal Church at each convention. The funding of the budget is based on a single Asking of the dioceses. The Rationale for the Triennial Budget adopted in July 2015 noted "Reserving funds for new work must be a continuing priority for the church."

For 2013 to 2015, after a \$120,000 exemption from total income, the Asking was based on a flat rate of 19% of the income to the diocese, reported in the diocesan financial statements for the year two years prior to the year to which the pledge is applied.

For 2016 to 2018, after a \$150,000 exemption from total income, the Asking will be applied at flat rates of 18%, 16.5% and 15%, respectively, in years 2016, 2017 and 2018 of income to the diocese, reported in the diocesan financial statements for the year two years prior to the year to which the pledge is applied.

One reason discussed at General Convention for the reduction in diocesan Askings is to allow more funds to remain at the local diocesan level for local ministry. This resolution seeks transparency on the amount of assessment reduction as well as intentionality in using these funds to support new ministry work. The savings that will be realized and committed to the New Ministry Fund over this three year period is expected to be approximately \$150,000.

	2015	2016	2017	2018
% assessment	19%	18%	16.50%	15%
exemption	\$120,000	\$150,000	\$150,000	\$150,000
Savings on \$1,900,000	\$0	\$23,200	\$49,450	\$75,700
Savings on \$1,925,000	\$0	\$23,450	\$50,075	\$76,700
Savings on \$1,950,000	\$0	\$23,700	\$50,700	\$77,700
Savings on \$1,975,000	\$0	\$23,950	\$51,325	\$78,700
Savings on \$2,000,000	\$0	\$24,200	\$51,950	\$79,700