



Diocese of Missouri
THE EPISCOPAL CHURCH

The four resolutions as adopted by the 173rd Convention of the Diocese of Missouri, Nov. 16-17, 2012, as submitted by Secretary to Convention, Dr. James Hood.

A-173
Minimum Clergy Compensation
Submitted on behalf of the Diocesan Council

1. **BE IT RESOLVED** that this 173rd Convention of the Episcopal Diocese of Missouri set the annual standard base compensation for full-time clergy in 2013 as follows:

CASH SALARY & HOUSING ALLOWANCE \$56,650

[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.

B-173

Churchwide Response to Bullying

Submitted by Diocese of Missouri Deputation to 2012 General Convention

1. **BE IT RESOLVED** that this 173rd Convention of the Episcopal Diocese of Missouri encourages congregations to invite local experts to offer information, in whatever form seems most helpful to members of the local congregation, on bullying, including cyber-bullying through electronic and social media, and ways to prevent it; and

2. **BE IT FURTHER RESOLVED** that this Convention encourages congregations to foster new partnerships among our congregations, dioceses, campus ministries, National Association of Episcopal Schools, public schools, counseling centers, and governmental organizations in order to support and offer preventative programs addressing bullying, harassment, and other related violence, especially with higher risk populations; and

3. **BE IT FURTHER RESOLVED** that these partnerships be encouraged to create or join with existing required programs designed to recognize and prevent abuse, neglect, and exploitation in our church settings which:

- utilize positive, inclusive, empowering and developmentally appropriate materials
- raise participant's awareness about the issue
- focus on prevention
- seek to change bystander behavior into ally behavior
- create partnerships between youth and adults
- provide intervention and treatment for those who exhibit bullying behavior; and

4. **BE IT FURTHER RESOLVED** that bullying is defined as the recurring use of single or combined written, verbal or electronic expressions or physical acts or gestures, directed at any person that: result in physical or emotional harm to the person or damage to his/her property; places the person in reasonable fear of harm to him/herself or of damage to her/his property; creates an intimidating or hostile environment for the person; and/or impacts the rights of the victim. Bullying shall include cyber-bullying through electronic/social media, telephonic technology or other means; and

5. **BE IT FURTHER RESOLVED** that Convention encourage each congregation to report its progress to its Convocation.

C-173

Video Captioning

Submitted by Metro III and St. Thomas Episcopal Church for the Deaf

BE IT RESOLVED that this 173rd Convention of the Episcopal Diocese of Missouri encourage that all video produced in our diocese (e.g. YouTube, video blogs, television, films, etc.) from this time forward include open captions for the benefit of people who are deaf or hard of hearing.

D-173

Reduce Barriers to Participation in Church Leadership and Governance

Submitted by: Ms. Lisa Fox (Grace, Jefferson City), the Rev. Daniel Appleyard (Emmanuel, Webster Groves), Ms. Lynette Ballard (St. Matthew's, Warson Woods), Ms. Betty Bowersox (Grace/Kirkwood), the Rev. Dr. Warren E. Crews (Emmanuel, Webster Groves), Chester Hines (Holy Communion/University City), Mr. Jay Kloecker (St. Peter's, Ladue), the Rev. Jason Samuel (Transfiguration, Lake St. Louis), the Rev. Doris C. Westfall (St. Matthew's/Warson Woods), the Rev. Tamsen Whistler (Trinity, St. Charles)

1. **BE IT RESOLVED** that this 173rd Convention of the Episcopal Diocese of Missouri request elected and appointed committees, commissions, boards, and task forces of the Diocese to examine barriers that may pose an obstacle to prevent members of the Diocese from fully participating in their work and meetings in light of resolution A096 of the 2012 General Convention; and,
2. **BE IT FURTHER RESOLVED** that they report their findings to the Diocesan Council, which in turn is asked to provide a summary of their findings to the 174th Diocesan Convention, with recommendations to expand participation in Diocesan bodies.