

Resolutions as published in the Minutes of the 178th Diocesan Convention

A-178 - Clergy Compensation Submitted by Diocesan Council

1. BE IT RESOLVED that this 178th Convention of the Episcopal Diocese of Missouri set the annual standard base compensation for full-time clergy in 2018 as follows:

CASH SALARY & HOUSING ALLOWANCE TABLE FOR FULL-TIME PRIESTS

Years of Service	Average Sunday Attendance		
	Under 75	75-175	176 or greater
0	\$59,474	\$62,147	\$65,196
5	\$62,147	\$65,196	\$68,395
10	\$65,196	\$68,395	\$71,815
15	\$68,395	\$71,815	\$75,406
20	\$71,815	\$75,406	\$79,176
25	\$75,406	\$79,176	\$83,135

* Table outlines a standard base for full-time solo or senior priests. Full-time associate compensation should follow the left column. 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.

CASH SALARY & HOUSING ALLOWANCE TABLE FOR PART-TIME PRIESTS

* Table outlines a standard base for full-time solo or senior priests. Full-time associate compensation should follow the left column. 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.

CASH SALARY & HOUSING ALLOWANCE TABLE FOR PART-TIME PRIESTS

Years of Service	1/4 Time	Half Time	3/4 Time
0	\$14,869	\$29,737	\$44,606
5	\$15,537	\$31,074	\$46,610
10	\$16,299	\$32,598	\$48,897
15	\$17,099	\$34,198	\$51,296
20	\$17,954	\$35,908	\$53,861
25	\$18,851	\$37,703	\$56,554

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

The recommendation for 2018 reflects a 1.7% increase. This increase is based on the Bureau of Labor Statistics, Consumer Price Index-Midwest Urban Consumers.

Current Salary Range for Full-Time Solo or Senior Priests in the Diocese of Missouri

ASA	Low	Median	High	Average	Average Years
0-75	\$52,248	\$70,000	\$75,539	\$66,510	14
76-175	\$58,480	\$70,000	\$94,232	\$74,320	15
176+	\$100,000	\$112,089	\$211,065	\$129,694	24

Resolution A-178 was moved by Mrs. Dyer, seconded and carried, but not unanimously.

Resolution B-178 as mailed to delegates and printed in the Convention booklet reads as follows:

B-178 - Immigration and Deportation Submitted by Metro III Convocation

1. BE IT RESOLVED that this 178th convention of the Episcopal Diocese of Missouri seeks to welcome the stranger and to love our neighbors. We also seek laws that are just. We invite members throughout the diocese to call on the President of the United States and members of Congress to reject proposals that separate families, and to adopt new immigration laws that include a humane and just process by which undocumented immigrants can earn lawful permanent residency and eventually apply for citizenship;
2. BE IT FURTHER RESOLVED that this convention strongly encourages members of the diocese contact their elected representatives to call for the elimination of for-profit detention centers, elimination of indefinite detention, incarceration of children, and the preservation of due process, access to courts, and access to adequate legal representation for all migrants regardless of legal status;
3. BE IT FURTHER RESOLVED that this convention encourages our congregations to offer compassionate hospitality toward immigrants and supports those congregations that prayerfully choose to offer sanctuary to undocumented migrants facing deportation; and
4. BE IT FURTHER RESOLVED that we support and encourage those who are called to act as witnesses as they accompany the immigrants in our midst, by standing in solidarity with programs that seek to assist immigrants facing deportation.

Mrs. Dyer announced that based on discussion of Resolution B-178 during Open Meetings yesterday, the Resolutions Committee has made one revision to the first paragraph of Resolution B-178 and that paragraph now reads as follows:

“BE IT RESOLVED that this 178th convention of the Episcopal Diocese of Missouri recognizes that our church includes members with mixed immigration status. As Christians, we embrace

God's call to welcome the stranger and to love our neighbors. We also seek laws that are just. We invite members throughout the diocese to call on the President of the United States and members of Congress to reject proposals that separate families, and to adopt new immigration laws that include a humane and just process by which undocumented immigrants can earn lawful permanent residency and eventually apply for citizenship;"

Resolution B-178 as revised is now being submitted and reads as follows:

Revised B-178 - Immigration and Deportation Submitted by Metro III Convocation

1. **BE IT RESOLVED** that this 178th convention of the Episcopal Diocese of Missouri recognizes that our church includes members with mixed immigration status. As Christians, we embrace God's call to welcome the stranger and to love our neighbors. We also seek laws that are just. We invite members throughout the diocese to call on the President of the United States and members of Congress to reject proposals that separate families, and to adopt new immigration laws that include a humane and just process by which undocumented immigrants can earn lawful permanent residency and eventually apply for citizenship;
2. **BE IT FURTHER RESOLVED** that this convention strongly encourages members of the diocese to contact their elected representatives to call for the elimination of for-profit detention centers, elimination of indefinite detention, incarceration of children, and the preservation of due process, access to courts, and access to adequate legal representation for all migrants regardless of legal status;
3. **BE IT FURTHER RESOLVED** that this convention encourages our congregations to offer compassionate hospitality toward immigrants and supports those congregations that prayerfully choose to offer sanctuary to undocumented migrants facing deportation; and
4. **BE IT FURTHER RESOLVED** that we support and encourage those who are called to act as witnesses as they accompany the immigrants in our midst, by standing in solidarity with programs that seek to assist immigrants facing deportation.

RATIONALE

As people of faith, we are taught to welcome the stranger, offer hospitality to the sojourner and to accompany the persecuted. Remembering that we “were strangers in the land of Egypt” (Deuteronomy 10:19) and as followers of Jesus, we are commanded to love God and to love our neighbors as ourselves.

Some organizations supporting this work include:

St. Louis Inter-Faith Committee on Latin America (IFCLA) <http://www.stl-ifcla.org/>

Missouri Faith Voices <http://www.missourifaithvoices.org/sanctuary/>

PICO National Network <https://www.piconetwork.org/>

Immigration Accompaniment Program of New Sanctuary Coalition of New York City

<https://newsanctuarynyc.wordpress.com/accompaniment/>

Revised Resolution B-178 was moved by Mrs. Dyer, and seconded. Following discussion, Revised Resolution B-178 was passed but not unanimously.

Resolution C-178 (*see footnote below) as mailed to delegates and printed in the Convention booklet reads as follows:

C- 178 Support of Poverty Awareness

Submitted by the Reverends Rebecca Ragland, Heather McCain, Kevin McGrane, Teresa Danieleley, Dr. Katherine Mathews, The Honorable Joe Adams, Ms. Barbi Click and Ms. Mary Haggerty

1. BE IT RESOLVED that this 178th convention of the Episcopal Diocese of Missouri honors the 50th anniversary the Poor People's Campaign led by Dr. Martin Luther King, Jr. in 1968. In accordance with our discipleship in Jesus Christ, we encourage all people to follow Dr. King and the mandate of Matthew 25:35-40, to provide water for the thirsty, clothing for the naked and food for the hungry, and to stand against systems that perpetuate the causes of poverty;
2. BE IT FURTHER RESOLVED that this convention encourages its members and affiliates to learn about poverty and participate in such movements as The New Poor People's Campaign (www.poorpeoplescampaign.org) as it organizes to bring issues of poverty to the fore through national actions; and
3. BE IT FURTHER RESOLVED that this convention encourages all parishes and missions to highlight issues of poverty and economic injustice during the liturgy, in the pulpit, or in special forums on the Sunday following Dr. Martin Luther King Jr.'s birthday, January 21, 2018

Mrs. Dyer announced that based on discussion of Resolution C-178 during Open Meetings yesterday, the Resolutions Committee has made one revision to the second paragraph of Resolution C-178 and that paragraph now reads as follows:

Resolution C-178 was received 4 days after the expiration of the canonically required time for submission, 50 days prior to convention. Canon III.4 f continues, "Proposed resolutions not submitted according to the provisions of this Canon may be considered by the Convention only by consent of two thirds of Convention." This action was inadvertently omitted.

2. BE IT FURTHER RESOLVED that this convention, recognizing that our church includes members at all socio-economic levels, encourages its members and affiliates to learn about poverty and participate in such movements as The New Poor People's Campaign (www.poorpeoplescampaign.org) as it organizes to bring issues of poverty to the fore through national actions; and

Resolution C-178 as revised is now being submitted and reads as follows:

Revised C- 178 Support of Poverty Awareness

Submitted by The Reverends Rebecca Ragland, Heather McCain, Kevin McGrane, Teresa Danieley, Dr. Katherine Mathews, The Honorable Joe Adams, Ms. Barbi Click and Ms. Mary Haggerty

1. BE IT RESOLVED that this 178th convention of the Episcopal Diocese of Missouri honors the 50th anniversary of the Poor People's Campaign led by Dr. Martin Luther King, Jr. in 1968. In accordance with our discipleship in Jesus Christ, we encourage all people to follow Dr. King and the mandate of Matthew 25:35-40, to provide water for the thirsty, clothing for the naked and food for the hungry, and to stand against systems that perpetuate the causes of poverty;
2. BE IT FURTHER RESOLVED that this convention, recognizing that our church includes members at all socio-economic levels, encourages its members and affiliates to learn about poverty and participate in such movements as The New Poor People's Campaign (www.poorpeoplescampaign.org) as it organizes to bring issues of poverty to the fore through national actions; and
3. BE IT FURTHER RESOLVED that this convention encourages all parishes and missions to highlight issues of poverty and economic injustice during the liturgy, in the pulpit, or in special forums on the Sunday following Dr. Martin Luther King Jr.'s birthday, January 21, 2018.

Revised Resolution C-178 was moved by Mrs. Dyer, seconded and passed, but not unanimously.

Report of the Committee on Constitution & Canons – Mr. Hal Burroughs

Mr. Burroughs presented Resolution D-178 for its first reading.

Resolution C-178 was received 4 days after the expiration of the canonically required time for submission, 50 days prior to convention. Canon III.4 f continues, "Proposed resolutions not submitted according to the provisions of this Canon may be considered by the Convention only by consent of two thirds of Convention." This action was inadvertently omitted.

D-178 - A Resolution to Give Seat & Voice to General Convention Deputies at Diocesan Convention

Resolved, that Article III.3 of the Constitution of the Diocese of Missouri shall be amended to add the following:

"SEC. 12. Lay Deputies and Lay Provisional Deputies to General Convention who are not otherwise Members of Convention shall have seat and voice in Convention."

and that subsequent sections of Article III.3 be renumbered.

RATIONALE

Article III.3 of the Constitution of the Diocese of Missouri already affords seat and voice to the Lay members of Standing Committee and Diocesan Council who do not otherwise have seat and voice in Convention. This amendment would afford the same role to the lay Deputies and Provisional Deputies to General Convention. All clergy Deputies and Provisional Deputies to General Convention already have seat and voice.

Resolution D-178 was moved, seconded and carried but not unanimously.