

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.

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 been 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.

C-176 Cloud of Witnesses

Submitted by the 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.

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.

F-176 Culture of Alcohol

Submitted by the 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.

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.

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.

The following Resolution (I-176) was brought from the floor, and consideration of it was moved, seconded, and approved by more than two-thirds of the Convention delegates.

Resolution I-176 Regarding the Refugee Crisis

Submitted by The Rev. Michael Angell, Rector of the Church of the Holy Communion, University City and The Very Rev. Michael Kinman, Dean, Christ Church Cathedral, St. Louis

BE IT RESOLVED that this 176th Convention of The Episcopal Diocese of Missouri commend the work of The Domestic and Foreign Missionary Society's refugee resettlement service, The Episcopal Migration Ministries, in responding to the refugee crisis in the Middle East, and recommend to all Diocesan congregations the resources of The Episcopal Public Policy Network as they seek to advocate for refugees;

BE IT FURTHER RESOLVED that this Convention encourages prayer for all of those whose lives have been affected by terrorism, including refugees fleeing Syria;

BE IT FURTHER RESOLVED that this Convention supports the work of the Departments of Homeland Security, Defense, Justice and other branches of the United States Government in screening refugees hoping to resettle here;

BE IT FURTHER RESOLVED that this Convention urge public officials to resist politicizing the acceptance of refugees of any national identity, race, or religion;

BE IT FURTHER RESOLVED that this Convention ask all Americans to rely on our deeply held common values of freedom, liberty, and justice for all as we continue today the tradition of welcoming those fleeing persecution and seeking freedom in this nation of immigrants;

BE IT FURTHER RESOLVED that this Convention urge The Bishop of Missouri to appoint a Diocesan liaison to The Episcopal Migration Ministries and begin a process of discernment about growing our ministries to refugees and migrants; and

BE IT FURTHER RESOLVED that this Convention urge all congregations to explore and, as possible, commit to partnerships with refugee resettlement agencies such as The International Institute of St. Louis in providing both resources and welcoming, loving community for refugees among us.

C-175 was approved by the 175th Convention, but because it is an amendment to the Diocesan Constitution, approval of the Bishop and of this Convention are required for final adoption. The amendment as approved last year reads as follows.

C-175 Increasing size of Nominations and Election Procedures Committee

BE IT RESOLVED that Section 1 of Article III.6 of the Constitution of the Episcopal Church in the Diocese of Missouri be revised to increase the number of persons appointed to the Committee on Nominations and Election Procedures from six (6) to seven (7). The first sentence would then read as follows:

Section 1. At each annual meeting of Convention the Presiding Officer shall, with the consent of Convention, appoint a Committee on Nominations and Election Procedures, consisting of not more than seven persons, both Clergy and Laity.

H-176 Clarify clergy requirements for Cathedral Chapter

Submitted by Ms. Betty Bowersox, Chairperson of the Committee on Nominations and Election

BE IT RESOLVED that Section 2.1 of Article IV.1 of the Constitution of the Episcopal Church in the Diocese of Missouri be revised as set forth below to clarify that clerical members elected by Convention for Cathedral Chapter must be canonically resident in the Diocese of Missouri. [The proposed revisions are indicated in bold, underscored text.]

SECTION 2. **a.** Each annual meeting of Convention shall elect one clerical member and one lay member of the Cathedral Chapter, neither of whom may be a member of the Cathedral Parish, to serve a term of three years. Members shall not be eligible for re-election until after the expiration of one year.

The six Diocesan members shall be chosen so that two lay members and two clergy members shall be from Congregations within the St. Louis City/County Area (that is, St. Louis City and St. Louis County) and one of each from Congregations in the Diocese outside the St. Louis City/County Area. The clerical members of the Chapter **must be canonically resident within the Diocese and** shall be known as Honorary Canons of Christ Church Cathedral.

In case of any vacancy, the Chapter shall appoint a Clerical or lay member, as the case may be, from the vacating member's geographical area, to serve out the vacating member's unexpired term.

SEC. 2. **b.** The Bishop and the Bishop Coadjutor, if any, shall be members ex officio of the Chapter. The Bishop shall be the President of the Chapter.

Resolution H-176 was moved, seconded, and carried. Because this is an amendment to the Constitution, it will be presented for the second reading and final approval at the 177th Convention.