

# 174th convention resolutions (2013)

## **A-174: Minimum Clergy Compensation**

Submitted on behalf of the Diocesan Council

1. BE IT RESOLVED that this 174th Convention of the Episcopal Diocese of Missouri set the annual standard base compensation for full-time clergy in 2014 as follows:  
CASH SALARY & HOUSING ALLOWANCE \$57,615 [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.

## **C-174: Seeking Our Past: Creating Our Future**

Submitted by the Commission on Dismantling Racism

1. BE IT RESOLVED that this 174th Convention of the Episcopal Diocese of Missouri encourages each congregation to explore how it has been impacted with regard to slavery, segregation and/or discrimination since its beginning;
2. BE IT FURTHER RESOLVED that the Diocese of Missouri encourages each congregation to utilize the Dismantling Racism Commission's resource entitled, "Seeking Our Past: Creating Our Future" with resource personnel from the Commission on Dismantling Racism;
3. BE IT FURTHER RESOLVED that each participating congregation be encouraged to report the date(s) of its participation and the insights achieved to the Chair of the Commission on Dismantling Racism prior to the 175th Diocesan Convention of Missouri.

## **E-174: Task Force on Gender Violence**

Submitted by the 2012 Missouri General Convention Deputation

1. BE IT RESOLVED that this 174th Convention of the Episcopal Diocese of Missouri recognize gender violence as a worldwide concern;
2. BE IT FURTHER RESOLVED that the Diocese of Missouri encourages Convention delegates to share a copy of the “Letter to Churches of the Anglican Communion from the Primates of the Anglican Communion” from the Primates’ Meeting in Dublin, Ireland, January 24-30, 2011 with their congregations;
3. BE IT FURTHER RESOLVED that Diocesan Council hold an open meeting in 2014 inviting all persons interested in discussing issues of gender violence;
4. BE IT FURTHER RESOLVED that Diocesan Council appoint a Task Force on Gender Violence to serve until the 176th Diocesan Convention of Missouri;
5. BE IT FURTHER RESOLVED that the Task Force on Gender Violence provide resources and opportunities to educate the congregations of our diocese on issues of gender violence; and
6. BE IT FURTHER RESOLVED that the Task Force on Gender Violence present a written report of its activities and accomplishments to the 175th and 176th Diocesan Conventions of Missouri.

#### *THE ANGLICAN COMMUNION*

*A Letter to the Churches of the Anglican Communion from the Primates of the Anglican Communion following their Primates’ Meeting in Dublin, Ireland, between 24 and 30 January 2011*

*During our meeting we discussed the nature and prevalence of gender based violence. Building on consideration of the issue during the Council of Anglican Provinces in Africa (CAPA) conference of bishops in 2010, we shared stories of violence against women and girls from both the southern and northern hemispheres, including an account of unremitting sexual violence against women and girls in the Democratic Republic of Congo as a legacy of conflict, and of domestic and many other forms of abuse in the United Kingdom and other parts of the world. We acknowledged with grief that gender based violence is a global phenomenon and that all but a very small percentage of such violence is perpetrated by men against women, with devastating effects on individuals, families and society.*

*In considering the pervasive nature of violence against women and girls, our churches must accept responsibility for our own part in perpetuating oppressive attitudes towards women. In penitence and faith we must move forward in such a way that our churches truly become a living witness to our belief that both women and men are made in the image of God. To think and behave in ways that do not live out this belief but disempower and marginalise, is to mar the divine image and therefore to offend humanity and God.*

*In recent years we have seen a growing resolve in the Anglican Communion to engage with the eradication of gender based violence. In 2009 the Anglican Consultative Council*

*(ACC) resolved to support the elimination of all forms of violence against women and girls and encouraged all Provinces to participate in programmes and events that promote the rights and welfare of women, particularly as expressed in the Beijing Platform for Action and the Millennium Development Goals. The ACC also called on the churches to take appropriate steps to assist the healing of indigenous families, including the protection of women and children from violence and human trafficking.<sup>2</sup> The bishops gathered at the Lambeth Conferences of 1998 and 2008 considered violence within and beyond the Church and asked the churches to engage in raising public awareness about the victimisation and exploitation of women and children. We noted that several of the official Anglican Networks have raised violence against women and girls as a priority issue for their own memberships and for the broader Communion.*

*We were heartened to know that there is an increasing amount of work being undertaken in the Communion as churches engage with awareness raising, advocacy, changing attitudes and behaviours that lead to violence, the care and reintegration into society of victims/survivors of violence, and work. To this end we have asked the Secretary General of the Anglican Communion, in association with the Networks and the Anglican Alliance, to continue to map activities already responding to gender based violence, and to identify theological and practical resources and consider how these might be made broadly available for reference and adaptation in other local contexts.*

*As individual Primates we are committed, in each of our Provinces, to raise the profile of Millennium Development Goal 3 ('Promote gender equality and empower women'); to affirm and pray for God's blessing on initiatives already in place in our dioceses and parishes in response to violence against women and girls; to gather other church and faith leaders together to discern what we might say and do together; and to attend to the training of clergy and pastors so that they are aware of the nature and dynamics of gendered violence and how certain attitudes and behaviours can be challenged and transformed. We are also committed to ensuring the development and accessibility of local, contextual and accessible resources, including liturgies, for example, for 25 November which is the annual International Day for the Elimination of Violence against Women as well as White Ribbon Day,<sup>3</sup> and the first day of the global '16 Days Activism for the Elimination of Violence against Women'. Furthermore, through teaching and example, we will work with our young people so that our boys and girls, young men and young women, are enabled to honour themselves and one another as human beings cherished equally by God, and empowered to be agents of change among their peers.*

*1 Defined by the United Nations in 1993 as '...violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivations of liberty, whether occurring in public or private life.'*

*2 ACC Resolutions 14.33: International Anglican Women's Network, and 14.19: Anglican Indigenous Network with perpetrators of violence. We thank God for these*

*efforts and rejoice in them, and we commit to strengthening our mission and ministry in these areas.*

*3 White Ribbon is a movement of men and boys against violence against women and girls.*

## **F– 174: The Merger of St. Matthew’s Episcopal Church in Warson Woods and Grace Episcopal Church in Kirkwood**

Submitted by The Rev. Todd McDowell; The Rev. Doris Westfall; The Committee on Lay Credentials and Admission of New Parishes

1. BE IT RESOLVED that, pursuant to Section 1 of Diocesan Canon IV.16, this 174th Annual Convention of the Diocese of Missouri approves the merger of St. Matthew’s Episcopal Church, Warson Woods, Missouri, a parish, with and into Grace Episcopal Church, Kirkwood, Missouri, a parish.
  - a. A written plan of merger, as required by Section 3 of Canon IV.16, has been prepared by the congregations or their representatives and delivered to the Bishop and Chancellor. It includes, among other things, a plan for the sale of the real estate currently owned by St. Matthew’s Episcopal Church and the deposit of the proceeds from such sale in the Grace Legacy Fund for Mission and the use of such proceeds thereafter in accordance with the terms of such Fund.
  - b. The Chancellor shall promptly cause the merger to be accomplished under the secular law of the State of Missouri.
2. BE IT FURTHER RESOLVED that this 174th Annual Meeting of Convention express its sincere appreciation and gratitude for the many years of mission, ministry, community service, and support of the Diocese, rendered by St. Matthew’s Episcopal Church.
3. BE IT FURTHER RESOLVED that this 174th Annual Meeting of Convention express its enthusiastic support for the future endeavors of Grace Episcopal Church, as bolstered by the congregational resources of St. Matthew’s Episcopal Church.

## **G-174: Diocesan Commission on Ministry**

Submitted by the Commission on Ministry and the Committee on Constitution and Canons

BE IT RESOLVED that Section 2 of Canon III.14 be amended in its entirety to read as follows:

SEC. 2. The Commission shall be composed of twelve persons, six of whom shall be Clergy canonically resident and physically domiciled in this Diocese and six of whom shall be lay confirmed Communicants in good standing. At least one of the Clergy members shall be a Deacon. Members shall be appointed by the Bishop with the consent of Convention for terms of four years each; provided, that with respect to the Commission members appointed at the 174th annual meeting of Convention, three members shall be appointed for terms of one year each,

three members for two years, three for three years, and the last three for four years. It is further provided that the term of each Commission member shall continue until the appointment and qualification of a successor. No Commission member who has served a four-year term shall be eligible for re-appointment until the expiration of one year. Should a vacancy occur between annual meetings of the Convention, it may be filled for the remainder of the term by appointment of the Bishop with the consent of the Diocesan Council. The chairperson of the Commission shall be appointed by the Bishop from the members of the Commission.