

**Resolutions Adopted by
The 164th Convention of the Diocese of California
October 26, 2013**

I. GENERAL RESOLUTIONS

2014 PEACE, JUSTICE & ENVIRONMENT

Resolved, That the 164th Convention of the Diocese of California affirms our Baptismal Covenant to strive for Peace and Justice; and

Resolved, That the diocese designates 2014 as a year to educate, discern and engage in four quarterly program themes pertaining to Peace, Justice & Environment in conjunction with the Province VIII Peace and Justice Ministry Network:

- 1) Human Trafficking Awareness Day - January 11 (2014 or 2015);
- 2) Environment - Earth Day - April 22;
- 3) Economic Justice - Labor Day - Sept. 1; and
- 4) Immigration - International Migrants Day - Dec. 18.

SUSTAINABLE AND RESPONSIBLE INVESTING

Resolved, That the 164th Convention of the Episcopal Diocese of California hereby instructs Executive Council and its Investment Committee to work towards incorporating sustainable and responsible investing practices in the management of the Diocesan endowment;

Resolved, That these practices be consonant with the following principles outlined by our Presiding Bishop, the Most Rev. Katharine Jefferts Schori:

1. Avoidance: Not investing in companies whose activities are contrary to our social and moral values,
2. Affirmative Investing: Investing in institutions that can provide financial resources to underserved communities,
3. Advocacy: Voting proxies and activism that focus on constructively influencing corporate behavior;

Resolved, That in view of the greenhouse gas emission crisis, and the significant degradation inflicted on Creation by human activity in general, the sustainable and responsible investment practices of the Diocese include support of corporations pursuing environmentally sound or restorative policies;

Resolved, That these sustainable and responsible investing practices be carried out at reasonable cost and seek to maintain strong investment returns in order to support the many Diocesan institutions and ministries which receive vital annual distributions from the endowment;

Resolved, That Executive Council and its Investment Committee urge all its investment managers to adopt sustainable and responsible investing practices;

Resolved, That within one year, five percent of the Diocesan endowment be invested in sustainable and responsible investment vehicles, growing to not less than fifteen percent of the endowment over three years; and

Resolved, That Executive Council is further instructed to encourage all congregations and members of congregations of the Episcopal Diocese of California to commit to sustainable and responsible investing when feasible.

COMMEMORATION OF THE REVEREND PETER WILLIAMS CASSEY AND ANNA BESANT CASSEY

Resolved, That the Diocese of California's Calendar include the Reverend Peter Williams Cassey's and Anna Besant Cassey's feast day of April 16; and

Resolved, That the 164th Convention of the Diocese of California submits the following resolution to the 78th General Convention of The Episcopal Church in 2015:

Resolved, the House of _____ concurring, That the 78th General Convention of The Episcopal Church direct the Standing Commission on Liturgy and Music to consider the addition of the Reverend Peter Williams Cassey and Anna Besant Cassey—on the feast day of April 16—to the commemorations in *Holy Women, Holy Men*.

DISASTER PREPAREDNESS

Resolved, That the 164th Convention of the Diocese of California hereby directs all congregations, diocesan institutions and offices within the Diocese of California to have current disaster preparedness plans;

Resolved, That all such congregations, institutions and offices shall develop such plans, with the aid of the diocese when needed, prior to the 165th Convention of the Diocese of California in 2014;

Resolved, That Executive Council shall establish procedures for monitoring progress in implementing this policy; and

Resolved, That Executive Council or a committee designated by it shall report on the state of disaster preparedness to the 165th Convention of the Diocese.

GUN VIOLENCE PREVENTION

Resolved, That all congregations in the Diocese of California are encouraged to study the causes of urban gun violence, and to pray for peace in our streets;

Resolved, That all congregations encourage their members to remove guns from their own homes, and, where that is impossible, to make sure that such guns are safely stored; and to further assure that the homes where their children play are either free from guns or that such guns are safely stored in compliance with California State law (Penal Code §§ [25100](#), [25200](#));

Resolved, That all congregations also encourage those who have guns to have ongoing gun safety training; and

Resolved, That the Bishop appoint a diocesan Task Force for Action Against Gun Violence with a representative from each deanery to study the causes and breadth of gun violence and to report to the 165th Diocesan Convention with final recommendations for deanery and diocesan action.

IMMIGRATION

Resolved, That the 164th Convention of the Diocese of California upholds family unity and the creation of a clear pathway to citizenship for currently undocumented immigrants as the guiding principles for U.S. immigration policy and enforcement and, in this regard, deploras the inordinately high number of detentions, ICE holds, and deportations in the Bay Area, which actions are breaking up families and causing economic hardships for our immigrant brothers and sisters already living on the brink of poverty;

Resolved, That this convention commends Governor Brown for signing the Trust Act that restricts local law enforcement officials from sharing fingerprint data on undocumented immigrants detained for low level offenses with federal officials who have used the Secure Communities (S-COM) program in ways that have targeted non-criminals, criminalized undocumented immigrants, and created insecurity within California's immigrant communities;

Resolved, That this convention urges Congress to enact Immigration Reform based on human rights and family unity that would include provisions honoring the birthright citizenship of children born in the United States of immigrant parents and creating a process for undocumented immigrants to earn their legal status and eventual citizenship;

Resolved, That this convention encourages parishes of the Diocese to take steps towards becoming Immigrant Welcoming Congregations through prayer, study, and by preaching, inviting immigrants to tell their stories, and listening with open hearts; and

Resolved, That this convention directs the Secretary of the Convention to cause a copy of this resolution to be delivered to our two California senators and those members of the House of Representatives representing districts within the geographic area of the Diocese of California.

GUANTANAMO

Resolved, That the 164th Convention of the Diocese of California calls upon the President and the Congress to act to close the Guantanamo Detention Facility as quickly as possible, releasing to their home countries those detainees already cleared for release and transferring to federal prison facilities in the United States those detainees whose cases are still to be adjudicated;

Resolved, That the convention calls for the speedy adjudication of those remaining cases;

Resolved, That the convention calls upon U.S. military and medical personnel at Guantanamo to cease force feeding detainees engaged in hunger strikes and cease any other acts against detainees that might be construed as torture or cruel and unusual punishment;

Resolved, That the convention calls upon the U.S. Government to ensure access by the International Committee of the Red Cross and similarly authorized relief agencies to detainees held at the Guantanamo Detention Facility or at whatever other facility they might be transferred; and

Resolved, That the convention directs the Secretary of the Convention to cause a copy of this resolution to be delivered to the President of the United States, our two California senators and those members of the House of Representatives representing districts within the geographic area of the Diocese of California.

II. FINANCIAL RESOLUTIONS

2014 ASSESSMENT FORMULA

Resolved, That the 2014 assessment formula shall be:

1. 5% assessment on the first \$66,731 of a parish or mission's operating income for 2012 as defined on Line A of the 2012 parochial report,
2. 17% assessment on all such income above \$66,731, provided that
3. No parish or mission shall have an increase over 2013's initial assessment (before appeals) of more than 50% or \$15,000, whichever is less.

2013 SALARY RESOLUTION

Resolved, That effective January 1, 2014, the minimum annual compensation for clergy employed full time by the Diocese of California and by any parish or mission thereof shall be increased by 2.6% as reflected in the 2014 Mandatory Minimum Salary Schedule.

Further Resolved, That Years of Experience be defined by Credited Service with The Church Pension Fund.

2013 Mandatory Minimum Salaries Including Self Employment Tax

Congregation Classification	Experience 0-4 Years	Experience 5-9 Years	Experience 10+ Years
A	66,731	70,438	74,145
B	66,955	73,034	77,110
C	71,205	75,627	80,076
D	74,145	80,076	86,009
E	81,560	88,974	96,463

Resolved,

1. That any deviation below the 2014 Minimum Compensation for clergy will be permitted by the Bishop for serious cause, with the Bishop using the Personnel Practices Commission as a council of advice.
2. That employers of all clergy pay to each cleric 50% of the self-employment tax assessed on the cleric's base compensation as a portion of total compensation (7.65% of base compensation). This amount is included in the above schedule.
3. The Personnel Practice Committee strongly urges all churches, wherever possible, to increase the clergy and lay staff compensation 2.6% for 2014 to accommodate for inflation.
4. That the minimum transportation allowance be \$0.565/mile for congregation-related travel; to be adjusted in accordance with IRS published rates for 2013.
5. That associate clergy minimums are based on cleric's Years of Credited Service at two grades below actual congregation classification.

The table titled "2014 Congregational Grade Structure" on page 49 in the Day of Convention Booklet for the 164th Convention of the Diocese of California is incorporated by reference.

2014 BUDGET

The 2014 Operating Budget adopted by the 164th Convention as listed on pages 42 through 46 in the Day of Convention Booklet for the 164th Convention of the Diocese of California is incorporated by reference.

III. COURTESY RESOLUTIONS

EPISCOPAL ASIAMERICA MINISTRY

Whereas, the **Episcopal Asiamerica Ministry**, established in 1973, had its first annual National Consultation here in Grace Cathedral's Gresham Hall; and

Whereas, these annual gatherings have united Asian diversity by organizing six Asian ethnic convocations: Chinese, Japanese, Korean, Filipino, Southeast Asian, and South Asian; and

Whereas, EAM has reached out to the Asian communities in the United States, bringing them into the fold of the Episcopal Church, and emphasizing congregational development and advocacy; and

Whereas, EAM has assisted dioceses in planting new congregations and strengthening existing ones, and has become a center for leadership development to the wider Episcopal Church; and

Whereas, the Reverend Doctor Winston Ching began his ministry as vicar of Saint John the Evangelist in San Francisco, pioneered and was called as the first Missioner of Asiamerica Ministry in the Episcopal Church for thirty years; and

Whereas, Bishop Andrus accorded the Reverend Doctor Fran Toy, first Asian American female to be ordained priest in The Episcopal Church, the honor of serving as the celebrant for the 40th anniversary EAM Multicultural Eucharist here at Grace Cathedral; and

Whereas, EAM leaders would like to thank the host Dioceses of California, Northern California, San Joaquin, and El Camino Real; their bishops, the Right Reverend Marc Andrus, the Right Reverend Barry Beisner, the Right Reverend Chester Tarlton, the Right Reverend Mary Gray-Reeves, and their diocesan staffs; the DioCal Asian Commission and host congregations; Grace Cathedral, especially the Very Reverend Doctor Jane Shaw, the Reverend Canon Mark Stanger, the Reverend Canon Kathryn Kirkpatrick, and the cathedral staff; and our guests the Most Reverend Katharine Jefferts Schori and the Reverend Gay Clark Jennings for honoring us with their participation; therefore be it

Resolved, That this 164th Diocesan Convention of the Diocese of California honors and celebrates the Fortieth Anniversary of the Episcopal Asiamerica Ministry and beseeches God to continue to inspire and strengthen it in the years to come.

THE RIGHT REVEREND PRINCE SINGH

Whereas, the **Right Reverend Prince Singh**, Bishop of Rochester, is a distinguished leader in the Anglican Communion, having served both in the Church of South India and the Episcopal Church; and

Whereas, he has been a tireless worker for the rights of oppressed people, especially the Dalit people of India (formerly known as "untouchables") through his work in Dalit studies and as co-founder of the Dalit Solidarity Forum of the United States; and

Whereas, he has demonstrated exemplary leadership in creating the Beloved Community through his ecumenical work in the Diocese of Newark and the Diocese of Rochester; and

Whereas, Bishop Singh, in his homily at the opening Eucharist for this 164th Convention of the Diocese of California, brought us a new understanding of the dynamics of reconciliation as revealed in the Gospel of Jesus Christ, speaking with both humor and deep wisdom; therefore be it

Resolved, That this 164th Convention of the Diocese of California recognizes the **Right Reverend Prince Singh** for his leadership in creating a place for all God's people in the Episcopal Church, especially the oppressed; and be it further

Resolved, That Bishop Singh is hereby granted honorary membership in this 164th Convention of the Diocese of California.

THE RIGHT REVEREND GEORGE RICHARD MILLARD

Whereas, the Right Reverend **George Richard Millard** served the Diocese of California with great distinction as its suffragan bishop for eighteen years; and

Whereas, Bishop Millard went on to distinguished service as the bishop of the Convocation of Episcopal Churches in Europe; and

Whereas, Bishop Millard continued in active ministry as a hospital chaplain until the age of ninety; and

Whereas, Bishop Millard continues to be a vital spiritual presence in our Church and a wise and valued counselor to the current Bishop of California; and

Whereas, Bishop Millard is now the senior bishop in the Episcopal House of Bishops, having been ordained bishop over fifty-three years ago; and

Whereas, Bishop Millard celebrated his ninety-ninth birthday on the second day of this month; therefore be it

Resolved, That this 164th Convention of the Diocese of California salutes **Bishop Millard** for his many years of dedicated service to the Episcopal Church, and extends its heartfelt congratulations on the occasion of his birthday; and be it further

Resolved, That this Convention prays that God will continue to grant Bishop Millard physical, mental and spiritual vitality in his one hundredth year of earthly life.

THE REVEREND DAVID OTA

Whereas, the Reverend David Ota, rector of Saint Ambrose Church in Foster City, has had, and continues to have, a distinguished career as one of the leading priests in the Diocese of California; and

Whereas, he has served the Diocese of California many capacities including Anti-Racism Trainer, Secretary of the Asian Commission, member of the Racial Reconciliation Task Force, and President of the Standing Committee; and

Whereas, he has served the entire Episcopal church as member of the Episcopal Public Policy Network, member of the Joint Committee on Evangelism, and member and Section Chair of the Episcopal Church Program, Budget & Finance Committee; and

Whereas, he has been a valued member of the Diocese of California General Convention deputation for the last three General Conventions, serving as a wise mentor to other deputies; and

Whereas, he has been a senior member of the General Convention House of Deputies, having also served as a deputy from the Diocese of Hawaii in 1988, 1991 and 1994; and

Whereas, he has decided to decline the opportunity for another term as a deputy to General Convention; therefore be it

Resolved, That this 164th Convention of the Diocese of California joins the members of the 2012 General Convention Deputation in expressing its heartfelt thanks for **the Reverend David Ota's** many years of dedicated service to the Diocese of California and the entire Episcopal Church; and be it further

Resolved, That this Convention asks God to give him grace to continue to serve the Church with power and wisdom.

THE REVEREND CANON MARK STANGER

Whereas, the Reverend Canon Mark Stanger has organized and led pilgrimages to Jerusalem and the Holy Land that have connected hundreds of people from Grace Cathedral and the Diocese of California to the center of the Christian world; and

Whereas, many of these pilgrims have found their lives enhanced and even transformed by these journeys; and

Whereas, Mark has decided to move his ministry to the Holy Land and devote the next two years of his active ministry to pilgrimage ministries, with the support of Bishop Andrus and Bishop Dewani; and

Whereas, the Bishop of California, the Dean of Grace Cathedral and the Executive Committee of the Board of Grace Cathedral have named Canon Stanger as a Grace Cathedral Missionary to Jerusalem for 2014 and 2015; therefore be it

Resolved, That the 164th Convention of the Diocese of California name the Reverend Canon Mark Stanger as a Diocesan Missionary to Jerusalem and the Holy Land for 2014 and 2015.

Certified by: *David A. Frangquist, Secretary of the Convention*