

**Resolutions Adopted by  
The 169<sup>th</sup> Convention of the Diocese of California  
October 19 & 20, 2018**

**I. GENERAL RESOLUTIONS**

**PREVENTION AND REPORTING OF SEXUAL HARASSMENT**

**Resolved,** That the 169th Convention of the Diocese of California ratifies and joins in the work set forth in Resolution A109 of the 79th General Convention of the Episcopal Church in declaring that “sexual harassment of adults by clergy, church employees, and church members are abuses of trust, a violation of the Baptismal Covenant, contrary to Christian Character, and are therefore wrong;”

**Resolved,** That sexual harassment is defined as “unwanted conduct of a sexual nature which has the purpose or effect of violating someone’s dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them;”

**Resolved,** That this Convention hereby establishes a Task Force on the Prevention and Reporting of Sexual Harassment, to be appointed by the Bishop or the Bishop’s designee, with preference given to those who have experience in dealing with harassment and its effects, such as psychologists/psychiatrists, medical doctors, employment lawyers, HR professionals, and with the following duties:

- (a) to develop a system of standard practices for use in Diocesan institutions including: parishes, missions, schools, camps, conference centers, and other ministries;
- (b) to develop preventative education, standards for the continued care of those who have been affected, and guidelines for the appropriate response of ministry leaders;
- (c) to support diocesan staff in the development of sexual harassment prevention policies and training to be outlined in Called to Right Relationship: Safe Church Policies; and
- (d) to report to the 170th Convention of the Diocese of California and present as a part of that report the additional policies which may be proposed changes or already included in Called to Right Relationship: Safe Church Policies;

**Resolved,** That all lay and ordained leaders currently required to complete Called to Right Relationship training shall complete the training every three years, and once adopted shall as a part of this training complete a unit on the prevention and reporting of sexual harassment; and

**Resolved,** That as a part of the existing requirement in Called to Right Relationship, annual audits shall report the completion of sexual harassment prevention and reporting training along with other required training units.

## BETTER FOOD AND FARMING

**Resolved,** That for the good of people, the Earth, and all living creatures, the 169th Convention of the Diocese of California supports better farming practices and healthier diets;

**Resolved,** That this Convention encourages all congregations to help people make mindful, informed food choices in their daily lives, generally, and for church events, specifically; with such recommended food choices designed to support optimal human health, an unpolluted, diverse and vibrant ecology, and high animal welfare;

**Resolved,** That this Convention recognizes that because individuals have vastly different cultures, nutritional needs, and preferences, no one diet should be dictated, while the vilification of particular foods is misleading and unhelpful;

**Resolved,** That eating daily meals and at church events is an opportunity for practicing radical hospitality and should be regarded as a time for pause, refreshment, and communion with our fellow humans, for the joy of partaking of the bounty of the earth, and for nourishing body and soul;

**Resolved,** That congregations should assist people in identifying and prioritizing the best food choices, under the following guidelines: Food should be nourishing, minimally processed, farmed in ecologically sensitive and humane ways, and to the greatest extent possible, come from the surrounding region;

**Resolved,** That this Convention reaffirms General Convention resolutions A170 “Advocate for Safe Food Production and Farm Labor Policies” (2015) and D053 “Stewardship of Creation with Church-Owned Land” (2018);

**Resolved,** That the Diocese of California aspires to advance care of Creation with an emphasis on protecting the health and welfare of all God’s creatures, human and non-human;

**Resolved,** That this Convention acknowledges that food insecurity is a daily reality of congregations and neighborhoods within the Diocese of California;

**Resolved,** That this Convention encourages congregations and institutions of the Diocese of California to study the true cost of American food, using curricular resources available from the Episcopal Church’s Task Force on the Care of Creation;

**Resolved,** That Episcopalians in the Diocese of California, led by the Episcopal Public Policy Network of the Office of Government Relations, advocate for fair and equitable farm resolutions that increase food security; and

**Resolved,** That the Secretary of the Convention is directed to make a copy of this resolution available to all congregations within the Diocese.

## HEARING OUR CALL TO BE DISCIPLES OF JESUS

**Resolved,** That the 169th Convention of the Diocese of California reaffirms the Presiding Bishop's vision of the Jesus Movement and its three pillars: Evangelism, Racial Reconciliation, and Care of Creation;

**Resolved,** That we in the Diocese of California accept the call to be Disciples of Jesus and agents of the ongoing process of transformation in the world; and

**Resolved,** That the Faith Formation and Congregational Development Working Groups jointly develop a program to help us live that call using the narrative format for discernment developed at General Convention to help us live the pillars and discern our mission, with such curriculum to be for the use of the deaneries and diocesan community as a priority for 2019.

## PAID FAMILY LEAVE

**Resolved,** That the 169th Convention of the Diocese of California directs the Diocese to adopt a paid family leave program for all diocesan clergy and lay employees, with eligibility and benefits at least equal to those provided to employees of secular institutions in the City and County of San Francisco; and

**Resolved,** That, upon the recommendation of a provider and related information by the diocesan Family Leave Task Force, the Executive Council is authorized to approve a paid family leave program as described above.

## II. FINANCIAL RESOLUTIONS

### 2019 ASSESSMENT FORMULA

**Resolved,** That the 2019 assessment formula shall be:

1. 5.0% assessment on the first \$77,655 of a parish or mission's operating income for 2017. as defined on Line A of the 2017 parochial report,
2. 17.0% assessment on all such income above \$77,655, provided that
3. No parish or mission shall have an increase over 2018 initial assessment (before appeals) of more than 50% or \$20,780, whichever is less.

### 2019 SALARY RESOLUTION

**Resolved,** That effective January 1, 2019, 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 3.9% as reflected in the 2019 Mandatory Minimum Salary Schedule shown below.

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

#### 2019 Mandatory Minimum Salaries Including Self Employment Tax

Congregation Classification	Experience 0-4 Years	Experience 5-9 Years	Experience 10+ Years
A	77,655	81,968	86,282
B	80,243	84,989	89,732
C	82,861	88,007	93,184
D	86,282	93,184	100,088
E	94,911	103,538	112,254

**Resolved,**

1. That any deviation below these minimums 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 schedule above.
3. The Personnel Practice Committee strongly urges all churches, wherever possible, to increase the clergy and lay staff compensation 3.9% for 2019 to accommodate for inflation.
4. That the minimum transportation allowance be \$0.545/mile for congregation-related travel; to be adjusted in accordance with IRS published rates for 2019.
5. That associate clergy minimums are based on the cleric's years of service at two grade levels below actual congregation classification.

The table titled "2019 Congregational Grade Structure" on page 37 in the Day of Convention Booklet for the 169<sup>th</sup> Convention of the Diocese of California is incorporated by reference.

## **2019 BUDGET**

The 2019 Operating Budget adopted by the 169<sup>th</sup> Convention as listed on pages 28 through 33 in the Day of Convention Booklet for the 169<sup>th</sup> Convention of the Diocese of California is incorporated by reference.

### III. COURTESY RESOLUTIONS

#### HONORING BOB McCASKILL

**Whereas**, Mr. **Robert McCaskill** has faithfully served the Diocese of California as its Treasurer, carrying out this ministry with consummate good sense, extraordinary professional experience, and amazingly calm focus; and

**Whereas**, Bob is a key lay leader in his congregation of St. Stephen's, Belvedere, serving on the Vestry and Search Committee, and Bob and Pam are central supporters for the arts at St. Stephen's; and

**Whereas**, Bob and Pam were among the first and strongest supporters of the Beloved Community vision for the Diocese of California; and

**Whereas**, Bob has been a long-time leader and supporter of the Global AIDS Interfaith Alliance (GAIA), an organization founded by an Episcopal priest, the Rev. Dr. William Rankin, which does important relief and development work in Malawi; and

**Whereas**, Bob initiated and carried forward the diocesan-wide project to offer solar energy generation to all our congregations, and which has now brought solar to the campuses of over 40% of our congregations; and

**Whereas**, he has decided to step down from the office of Treasurer, having served in that capacity for the extraordinary period of a full decade; therefore be it

**Resolved**, That this 169<sup>th</sup> Convention of the Diocese of California commends and thanks Mr. **Robert McCaskill** for his exemplary record of service to this Diocese and to the Glory of God; and be it further

**Resolved**, That this Convention beseeches God to bestow on Bob and Pam long life, good health, and the opportunity finally to enjoy the fruits of a well-deserved retirement, unencumbered by the financial cares of the Diocese of California.

## HONORING KATE KENDELL

**Whereas,** Ms. **Kate Kendell** has served for 22 years as the executive director of the National Center for Lesbian Rights, a national legal organization based in San Francisco, which advances the civil and human rights of LGBTQ people and their families; and

**Whereas,** during that time NCLR has, thanks to the vision and efforts of Ms. Kendell and her colleagues, won protections for LGBTQ students and elders, secured asylum for over 300 clients, and formed part of the team of attorneys to secure national marriage equality in the 2015 US Supreme Court case *Obergefell v. Hodges*; and

**Whereas,** Ms. Kendell and NCLR filed a federal lawsuit challenging Trump's transgender military ban in August 2017, which secured a nationwide preliminary injunction stopping the ban from moving forward, and continue to advocate for the rights of trans people in their Born Perfect campaign to end conversion therapy; and

**Whereas,** at the end of this year, she will step down from her role as Executive Director; and

**Whereas,** she has honored the Diocese of California and this Convention by her presence among us today; therefore be it

**Resolved,** That this 169<sup>th</sup> Convention of the Diocese of California salutes Ms. Kate Kendell for her tireless efforts in the pursuit of justice for all God's children, especially LGBTQ people; and be it further

**Resolved,** That this Convention joins together in praying that she will enjoy long life, good health, and success in the next phase of a life dedicated to making this world a better place for all people.

## HONORING FRAN TOY

**Whereas**, the Reverend Doctor **Fran Yee Toy** (at 84 years young) has served The Episcopal Church with great devotion and distinction all her life, both as a layperson and as a clergywoman; and

**Whereas**, in 1985, she was the first Asian American female to be ordained a priest in The Episcopal Church, and this year marks the 33<sup>rd</sup> anniversary of her ordination as a priest; and

**Whereas**, through her work (1987-96) at Church Divinity School of the Pacific (CDSP) as Director of Alumni/ae and Student Affairs, she mentored, provided pastoral care, established networks, and helped deploy many CDSP graduates into positions throughout the Episcopal Church; and she was the first deployment officer from a seminary to serve on the Board for Church Deployment of the Episcopal Church (1994-2000); and

**Whereas**, because of her contributions to CDSP, she was awarded a Doctor of Divinity Honoris Causa in 1996; and, in her name, a group of CDSP alumni/ae established the Rev. Fran Toy Prize for Multicultural Ministry at a Field Education Site, which is awarded annually to a qualified CDSP student; and

**Whereas**, she has used her pastoral gifts and skills and organizational competence to great effect as Interim Rector to True Sunshine Church in San Francisco (1984-85), Christ Church in Alameda (1986), and Church of the Resurrection in Pleasant Hill (1986-87); and she volunteered for many years as an assisting priest at Episcopal Church of Our Saviour in Oakland; and

**Whereas**, she has been a leader, facilitator, bridge-builder, and networker extraordinaire in service to the Episcopal Asiamerican Ministry (EAM); and, for the national EAM, she served as EAM Council President; and, for the local EAM, she served on the Asian Commission of the Diocese of California (ACDC); and over the years, she has been a mentor to countless Asian American Episcopal clergy; and

**Whereas**, for the Episcopal Church, she has served as Faculty Member on the Church Pension Group's CREDO teams (1999-2005), Member of the Executive Council of the Episcopal Church (1991-97), Member of the Presiding Bishop's Task Force on Women's Full Participation, National Board Member of the Episcopal Women's Caucus, and Member of the Board of Directors of the Episcopal Women's History Project; therefore be it

**Resolved**, That this 169th Convention of the Diocese of California salutes the Reverend Doctor **Fran Toy** for her exemplary work in the service of all God's people, praying that God will give her the grace and good health to continue to be an inspiring witness and leader among us.

## IV. CANON AMENDMENTS

### CANONS 8.04 AND 19.07

**Resolved**, that Canon VIII, Section 8.04(c) and Canon XIX, Section 19.07 of the Canons of the Diocese of California be amended as follows (insertions in ***bold italic text***):

#### **Sec. 8.04. Finance Committee.**

*[No change to subdivisions (a) and (b).]*

(c) The duties of the Finance Committee shall be:

(i) To assist the Committee on Program and Budget in the performance of its duties, to provide financial and statistical information for its use in preparation of proposed budgets, to review such proposed budgets for financial integrity and to report its recommendations to Executive Council and to Convention;

(ii) To maintain general supervision of the financial affairs of the Diocese;

(iii) To direct that an annual audit be made of the financial records of all parishes, missions and other organizations carrying out Diocesan programs;

(iv) With the consent of the Executive Council, but subject to any general or specific guidelines that may be adopted by Convention, from time to time to set and alter the criteria for (A) the use of any Diocesan line of credit, (B) nonoperating expenses, and (C) expenditures from the endowment, gifts or other reserves, or from assets of the Diocese, including but not limited to the Corporation Sole;

(v) To require compliance by custodians of trust and endowment funds and of securities held by or for any parish, mission or organization of the Diocese with standard business practices prescribed by the Canons of The Episcopal Church and of the Diocese;

(vi) To act as adviser on financial matters to the Bishop, and, upon request, to individual parishes within the Diocese;

(vii) To require that appropriate liability, property, worker compensation, and other customary and appropriate insurance be maintained on all property owned by the Diocese, the Corporation Sole, and each parish, and by all Diocesan Institutions, ***including by adoption of minimum acceptable insurance limits and approval of insurance carriers***;

(viii) To require adequate bonding ***or fidelity insurance*** of all persons handling funds of the Diocese and of any organization under its jurisdiction; and

(ix) To perform such other duties relating to the business affairs of the Diocese as may be referred to it by the Executive Council.

#### **Sec. 19.07. Property Insurance.**

All buildings belonging to or used by parishes, missions, and other Diocesan Institutions, and their contents, shall be kept adequately insured to the satisfaction of the Finance Committee ***and in accordance with any schedule of minimum acceptable insurance limits adopted by the Finance Committee under Canon 8.04(c)(vii)***.

## CANON 13.05 (NEW)

*Resolved*, That Canon XIII of the Canons of the Diocese of California be amended to insert a new Section 13.05 after the existing Section 13.04 as follows:

### **Sec. 13.05 Report on Clergy Compensation.**

Each Annual Convention of the Diocese of California shall receive a Report on Clergy Compensation, listing for each congregation the average Sunday attendance, Normal Operating Income, the years of ordained experience of each stipendiary cleric, and total pension-assessable compensation of each stipendiary cleric for the previous year. The Report shall indicate whether each stipendiary cleric works part-time and is not eligible for medical benefits, part-time and is eligible for medical benefits, or full-time. It shall indicate whether housing is provided or not. Congregations and clergy shall not be identified by name or city in the Report. This Report shall be submitted by the Finance Office of the Diocese and shall be published in the Convention Journal and on the Diocese of California website. The report shall also be sent to congregations' wardens and search committees when they begin the process to call a new stipendiary clergyperson.

## CANON 18.04

*Resolved*, that Canon XVIII, Section 18.04(a) of the Canons of the Diocese of California be amended as follows (deletions in ~~bold strikethrough text~~, insertions in *bold italic text*):

### **Sec. 18.04. Committee on Appeals.**

- (a) Any appeal of an assessment shall be referred to the Committee on Appeals, except clerical or computational errors, which may be corrected by the Treasurer's office. Promptly following each Annual Convention, the Committee on Appeals shall be established as follows: a Chair appointed by the Bishop and confirmed by the Executive Council; one person appointed by the ~~President~~ *Chair* of Executive Council; one person appointed by the Finance Committee; and six persons appointed by the Bishop and confirmed by Executive Council, two of whom shall be members of parishes or organized missions whose total operating income for the prior year was less than the average total operating income of all parishes on which the assessment was based, and two of whom shall be members of parishes or organized missions whose total operating income for the prior year was equal to or greater than the average total operating income of all parishes on which the assessment was based. At least three of such six shall be lay persons.

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