

**Resolutions Adopted by
The 168th Convention of the Diocese of California
October 27 & 28, 2017**

I. GENERAL RESOLUTIONS

CHURCH-WIDE PAID FAMILY LEAVE POLICY

Resolved, That the 168th Convention of the Diocese of California submits the following resolution to the 79th General Convention of the Episcopal Church:

Resolved, the House of _____ concurring, That the 79th General Convention call upon the Presiding Bishop and President of the House of Deputies to appoint a task force consisting of lay and ordained members to research and create a proposal for a church-wide paid family leave policy for consideration at the 80th General Convention; and be it further

Resolved, That the General Convention request the Joint Standing Committee on Program, Budget and Finance to consider a budget allocation of \$30,000 for the implementation of this resolution.

TASK FORCE ON PAID FAMILY LEAVE

Resolved, That the 168th Convention of the Diocese of California calls for the creation of a task force to research and prepare a proposal for a paid family medical leave policy for consideration at the 169th Convention of the Diocese of California; and

Resolved, That the Bishop Diocesan shall appoint task force members representing lay and clergy employees and employers from the Diocese to complete this work no later than July 2018.

CLIMATE CHANGE, CARBON TAX

Resolved, That the 168th Convention of the Diocese of California submits the following resolution to the 79th General Convention of The Episcopal Church:

Resolved, the House of _____ concurring, That the 79th General Convention of The Episcopal Church support a national tax on carbon-based fossil fuels based on the Carbon Fee and Dividend proposal of the Citizens' Climate Lobby, which would impose a carbon fee on all fossil fuels and other greenhouse gases at the point where they first enter the economy; align US emissions with the physical constraints identified by the Intergovernmental Panel on Climate Change (IPCC) to avoid irreversible climate change; and use this carbon fee through a trust fund to make equal monthly per-person dividend payments to all American households.

SUPPORTING TRANSGENDER ACCESS

Resolved, That the 168th Convention of the Diocese of California submits the following resolution to the 79th General Convention of The Episcopal Church:

Resolved, the House of _____ concurring, That the 79th General Convention of The Episcopal Church reaffirm its support for the enactment of laws at the local, state and federal level that prohibit discrimination based on gender identity or the expression of one's gender identity; and be it further

Resolved, That The Episcopal Church support legislative, educational, pastoral, liturgical, and broader communal efforts that seek to end the pattern of violence against transgender people in general and transgender women in particular, calling attention especially to the rising violence against transgender women of color; and be it further

Resolved, That The Episcopal Church oppose all legislation that restricts public restroom, locker room and shower access for transgender and gender non-conforming people, recognizing that such bills disproportionately impact and contribute to a pattern of violence against transgender women and non-binary identified people; and be it further

Resolved, That The Episcopal Church ask dioceses and parishes to remove barriers to full participation in congregational life by making their gender-specific facilities and activities fully accessible to all, regardless of gender identity and expression.

CLIMATE CHANGE, CORPORATE GOVERNANCE

Resolved, That the 168th Convention of the Diocese of California submits the following resolution to the 79th General Convention of The Episcopal Church:

Resolved, the House of _____ concurring, That the 79th General Convention of The Episcopal Church call upon the Executive Council and its Committee on Corporate Social Responsibility (CCSR), in conjunction with the Church Pension Fund, to identify 10 companies significantly impacting the environment, and be either the primary filer or co-filer for shareholder resolutions creating a designated climate scientist position on their boards of directors; and be it further

Resolved, That the General Convention budget make this a priority for the triennial as the Stewardship of Creation pillar of the Jesus Movement by allocating \$12,000 - \$15,000 in addition to CCSR's budget for implementation.

BECOMING A SANCTUARY CHURCH

Resolved, That the 168th Convention of the Diocese of California submits the following resolution to the 79th General Convention of The Episcopal Church:

Resolved, the House of _____ concurring, That the 79th General Convention of The Episcopal Church declare itself to be a Sanctuary Church, as defined by the following actions and commitments; and be it further

Resolved, That The Episcopal Church encourage and support congregations and institutions of the church, both within and outside the United States, to consider becoming Sanctuary Congregations and Institutions, serving as places of welcome, refuge, healing, and other forms of material and pastoral support for migrants and refugees and for all those targeted by hate due to immigration status or some perceived status of difference such as religion or nationality; and be it further

Resolved, That The Episcopal Church encourage and support congregations and institutions across the church to work alongside our friends, families, and neighbors to ensure the dignity and human rights of all people, and specifically to connect with local and national sanctuary communities and institutions, faith-based coalitions, and immigrant rights groups engage in educating, organizing, advocacy, legal direct action, and other methods as deemed appropriate in each context, to ensure the safety, security, and due process for immigrants and refugees, with a focus on keeping families together; and be it further

Resolved, That The Episcopal Church affirm our church's support for U.S. executive policies that deemphasize immigrant enforcement action against those who have not committed felony crimes, and reaffirm our church's support for congressional action for comprehensive and just reform of the broken U.S. immigration system as called for in General Convention resolution 2009-B006: "to allow undocumented immigrants who have established roots in the United States and are often parents and spouses of U.S. Citizens to have a pathway to legalization and to full social and economic integration in to the United States."

BECOMING A SANCTUARY DIOCESE

Resolved, That the 168th Convention of the Diocese of California declares the Diocese of California to be a Sanctuary Diocese;

Resolved, That the Diocese of California, including its congregations and institutions, supports Episcopal Church initiatives, and connect with other local and national sanctuary communities and institutions, immigrant rights groups and coalitions, and public officials to engage in educating, organizing, advocacy, legal direct action, and other methods as deemed appropriate in each context, to ensure the safety and security of the unauthorized immigrants and refugees;

Resolved, That the Diocese of California pledges to support and to encourage congregations and their members to continue the work begun with previous General Convention and Diocesan resolutions seeking meaningful reform of U.S. immigration laws and policy; and

Resolved, That the Diocese of California commits to direct resources toward equipping congregations to engage in such work appropriate to local contexts, capacity, and discernment.

A JUST PEACE IN THE HOLY LAND

Resolved, That, in light of the Diocese's 2014 advocacy of economic pressure as a means of ending Israel's now fifty-year occupation of Palestinian lands and fostering a just peace in the Holy Land, the 168th Convention of the Diocese of California submits the following resolution to the 79th General Convention of The Episcopal Church:

Resolved, The House of _____ concurring, That the 79th General Convention of the Episcopal Church direct the Corporate Social Responsibility Committee to identify by July 1, 2019 those companies that profit from Israel's occupation of Palestinian lands or whose products or actions support the infrastructure of the occupation and to place such companies so identified on its "no-buy" list; and be it further

Resolved, That the General Convention direct the Investment Committee to divest from any investments it might have in such companies and urge the Church Pension Group (CPG) to take similar action; and be it further

Resolved, That the General Convention direct Executive Council to disseminate to Episcopalians a list of products manufactured in Israeli settlements in the West Bank and marketed in the United States; and be it further

Resolved, That the General Convention encourage Episcopalians to avoid investing in such companies or buying such products.

II. FINANCIAL RESOLUTIONS

2018 ASSESSMENT FORMULA

Resolved, That the 2018 assessment formula shall be:

1. 5.0% assessment on the first \$72,740 of a parish or mission's operating income for 2016. as defined on Line A of the 2016 parochial report,
2. 17.0% assessment on all such income above \$72,740, provided that
3. No parish or mission shall have an increase over 2017's initial assessment (before appeals) of more than 50% or \$20,000, whichever is less.

2018 SALARY RESOLUTION

Resolved, That effective January 1, 2018, 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 3.5% as reflected in the 2018 Mandatory Minimum Salary Schedule.

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

2018 Mandatory Minimum Salaries Including Self Employment Tax

Congregation Classification	Experience 0-4 Years	Experience 5-9 Years	Experience 10+ Years
A	72,740	78,891	83,043
B	77,231	81,799	86,364
C	79,750	84,704	89,686
D	83,043	89,686	96,331
E	91,349	99,652	108,040

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 3.5% for 2018 to accommodate for inflation.
4. That the 2017 minimum transportation allowance be \$0.535/mile for congregation-related travel; to be adjusted in accordance with IRS published rates for 2018.
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 "2018 Congregational Grade Structure" on page 33 in the Day of Convention Booklet for the 168th Convention of the Diocese of California is incorporated by reference.

2018 BUDGET

The 2018 Operating Budget adopted by the 168th Convention as listed on pages 26 through 29 in the Day of Convention Booklet for the 168th Convention of the Diocese of California is incorporated by reference.

III. COURTESY RESOLUTIONS

HONORING BISHOP MILLARD

Whereas, the Right Reverend **George Richard Millard** has served the Episcopal Church with great distinction as suffragan bishop of the Diocese of California and as bishop of the Convocation of Episcopal Churches in Europe; and

Whereas, Bishop Millard is the senior bishop in the World-Wide Anglican Communion, having been consecrated bishop over fifty-seven years ago; and

Whereas, Bishop Millard has been a tireless advocate for justice and peace; and

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

Whereas, Bishop Millard celebrated his one hundred and third birthday on the second day of this month; therefore be it

Resolved, That this 168th Convention of the Diocese of California once again salutes **Bishop Millard** for his long and most remarkable career serving our Lord, and extends its heartfelt congratulations on the occasion of the third birthday of his second century; and be it further

Resolved, That this Convention beseeches God to continue to grant Bishop Millard physical, mental and spiritual vitality during his second century of earthly life.

HONORING BISHOP BARBARA HARRIS

Whereas, the Right Reverend **Barbara Clementine Harris** has served The Episcopal Church with great distinction as suffragan bishop of the Diocese of Massachusetts; and

Whereas, she is the first woman to be consecrated as a bishop in the World-Wide Anglican Communion as well as in The Episcopal Church; and

Whereas, this year marks the 37th anniversary of her ordination as a priest of The Episcopal Church and the 28th anniversary of her consecration as bishop; and

Whereas, Bishop Harris personally embodies the theme of this 168th Convention, as an outstanding exemplar of the Ministry and Leadership of Women in the Church; and

Whereas, she has honored the Diocese of California by her presence at this 168th Convention; and

Whereas, she has inspired us with her spirit-filled message at our Convention Eucharist, exhorting us to learn from the examples of Mary Magdalene and the other women at the foot of the cross and at Jesus' tomb; therefore be it

Resolved, That this 168th Convention of the Diocese of California salutes the Right Reverend **Barbara Clementine Harris** for her exemplary work in the service of all God's people, praying that God will give her the grace to continue to be an inspiring witness and leader among us; and be it further

Resolved, That Bishop Barbara Harris is hereby granted honorary membership in this 168th Convention of the Diocese of California.

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