

# 44<sup>th</sup> Annual Diocesan Convention Resolutions as Passed

## RESOLUTION 17-01

**Title:** AMENDED RESTATED BYLAWS – Article VI The President

**Proposed By:** The Executive Council

**Name, Address, Phone Number of Delegate:** The Rev. Joe Dirbas, 1475 Catalina Blvd, San Diego, CA 92107, 619-223-6394; Ms. Judy Cater, 2386 Botella Place, Carlsbad, CA 92009, 619-823-7773

**Date:** August 4, 2017

**BE IT RESOLVED**, that Article VI - The President, of the Amended Restated Bylaws of the Episcopal Diocese of San Diego, be amended as follows:

## ARTICLE VI The President

The President shall be the Bishop or, when the Ecclesiastical Authority is the Standing Committee, the President of the Standing Committee. The President, or in the President's absence, the First Vice President, or in the absence of both the President and the first Vice President, then the Second Vice President shall:

1. Preside over all the meetings of the Board, unless the President, although present, elects to delegate this duty to either of the Vice Presidents.
2. Call special meetings of the Directors whenever the President may deem it necessary, or whenever requested to do so by two members of the Board.
3. The President shall, with With the Secretary, sign and acknowledge all instruments affecting real property made by the order of the Board. In their absence, the Treasurer or Assistant Secretary may also sign with prior authorization from the Board.
4. The President shall bBe one of the signatories authorized to sign checks for money drawn upon the Corporation by order of the Board.
5. The President shall vVote, represent, and exercise on behalf of the Corporation all rights incident to any and all shares of any other corporation or corporations standing in the name of this Corporation.
6. The President shall discharge such other duties for and on behalf of the Board as the Board may authorize.

## EXPLANATION OF RESOLUTION

As the diocese lives into its Episcopate transition it appears the bylaws are not clear on who serves as president of the corporation when there is no sitting bishop. As such, the corporation, in the form of the executive council, currently does not have a president. This situation impedes conducting business transactions and contracts which require the signature of the president. Therefore, this resolution is designed to make clear who will serve as president of the corporation during times there is not a sitting or elected bishop of the diocese.

Passed as presented.

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**RESOLUTION 17-02**

**Title:** Gender Neutrality of Pronouns

**Proposed By:** Constitution and Canons Committee

**Name, Address, Phone Number of Delegate:** The Rev. Kathleen Kelly (Committee Chairperson). 46-100 Burroweed Lane, Palm Desert, CA 92260; (760) 399-7225

**Date:** August 4, 2017

**BE IT RESOLVED,** that

Article IV, Section 3 of the Constitution of the Episcopal Diocese of San Diego be amended by replacing the word “his absence” with “the Bishop’s absence,” and

Title I, Canon 1.04 of the Canons of the Episcopal Diocese of San Diego be similarly amended to replace “his” both times it occurs with “the Bishop’s,” and

Title II, Canon 13.01 and Title III, Canon 5.09 of the Canons of the Episcopal Diocese of San Diego be amended to replace “his” with “the auditor’s” before the words “signed report,” and

The word “he” be replaced by “he/she” in Rules 5, 13, 16, and 17 of the Rules of Order of the Convention of the Episcopal Diocese of San Diego, and

The word “his” be replaced by “his/her” in Rules 6, 7 and 9 of the Rules of Order of the Convention of the Episcopal Diocese of San Diego.

**EXPLANATION OF RESOLUTION**

These changes are needed to accomplish gender neutrality in the usage of pronouns.

Passed as presented.

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**RESOLUTION 17-03**

**Title:** Studying Diocesan Gender and Racial Pay Equity

**Proposed By:** The Rev. Colin Mathewson, The Very Rev. Penny Bridges, others.....

**Name, Address, Phone Number of Delegate:** The Rev. Colin Mathewson, 3725 30<sup>th</sup> St., San Diego, CA 92104, 619-298-2130

**Date:** September 29, 2017

**Resolved,** that the 44th Convention of the Episcopal Diocese of San Diego ask the Church Pension Group (CPG) to send a report by February 1, 2018 that presents the aggregated clergy compensation for our diocese for the past five years that is segmented out by gender, race, years of service, and part-time/full-time status.

**Resolved,** further, that the Executive Council be asked to issue recommendations based on the substance of this CPG report to the 45th Convention.

## **EXPLANATION OF RESOLUTION**

The Church Pension Group (CPG) issues a church-wide report each year on clergy compensation, and analyzes gender pay inequity on the church-wide level only. In 2016, the CPG report noted that female clergy earn 11% less than male clergy, and senior female clergy earn almost 15% less than their senior male counterparts. Race is not included in this church-wide report. In order to better understand how our diocese is doing in regards to gender and racial pay equity, we believe this annual diocesan compensation study is an essential first step.

Passed as presented.

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## **RESOLUTION 17-04**

**Title:** Task Force on Compassionate Care for Victims of Clergy Sexual Misconduct

**Proposed By:** The Rev. Martha Anderson, The Rev. Paige Blair, The Rev. Mary Lynn Coulson, The Rev. Gwynn Lynch, The Rev. Colin Mathewson

**Name, Address, Phone Number of Delegate:** The Rev. Colin Mathewson, 3725 30<sup>th</sup> St., San Diego, CA 92104, 619-977-8173

**Date:** September 29, 2017

**Resolved**, that the 44th Convention of the Episcopal Diocese of San Diego calls upon all members of congregations and all affiliated organizations, individually and in community, to acknowledge that:

- reporting clergy misconduct is a courageous and sacrificial act, demonstrating love for and trust in the church;
- such reporting is an act of service to the church;
- a victim has a right to expect our faith communities to respond with the love and compassion of Christ.

**Resolved**, further, that the 44th Convention of the Episcopal Diocese of San Diego form a task force to study the experience of victims who report clergy sexual misconduct; become educated on best practices for safeguarding these reporters; and issue recommendations to the Standing Committee, Executive Council and the 45th Convention *and memorialize to the 79<sup>th</sup> General Convention to do the same.*

**Resolved**, further, that the Standing Committee appoint task force members by February 1, 2018, and which task force shall be comprised of passionate advocates for misconduct victims who are committed to ensuring that our faith communities respond with love, compassion, and respect for the reporting victim. Victims of clergy sexual misconduct will be a significant presence on this task force.

**Resolved**, further, that the recommendations shall reflect a trauma-informed approach (i.e., an approach based on the knowledge and understanding of trauma and its far-reaching implications) to the care of reporting victims, both through the canonical reporting process, as well as in their home parish.

**Resolved**, further, that the work of the Task Force will in no way alter current Title IV processes, procedures or confidentiality requirements for Complainants and Respondents.

Substitute resolution passed with amendment.

**EXPLANATION OF RESOLUTION:** It has been 15 years since the *Boston Globe* exposed the horrific sexual abuse of children by priests within the Roman Catholic Church. There is now a general awareness that clergy sexual misconduct occurs in all denominations; however, it is a lesser known fact that adult women are more likely than children to be victimized by clergy. In fact, based on the size of our own diocese, statistics would suggest that scores of women who are active members of our congregations have been or will be victims of clergy sexual misconduct in their adult lifetimes.

Reflecting this growing awareness within the past two decades, the Episcopal Church has striven to prevent clergy misconduct, primarily through its Safeguarding God's People program. Further reflecting an evolving culture in which the reality of and the damage caused by sexual exploitation of women is increasingly recognized, the church has strengthened its response to clergy misconduct through the codification of disciplinary procedures in Title IV of its canons. Within Title IV, the desire to promote healing and reconciliation is stated six times. In practice, though, the church lacks sufficient policies to facilitate the healing and recovery of victims. Indeed, studies suggest that at least 5 out of 6 adult victims who report sexual exploitation end up leaving their church as a result. Most leave the Church entirely. Many lose their faith.

Literature, therapists, and victims themselves often attribute this alienation from the church not so much to the original clergy misconduct, but to re-traumatization by both clergy and congregations during and after the reporting process. This re-traumatization often involves disbelief, minimization, slander, isolation, and shunning of the victim. This has been described as an effectual excommunication.

In analogous situations outside of the church, whistleblowers are given legal protection, and creating a hostile environment is illegal in both workplaces and schools. There are no such statutes offering protection within one's church. Yet, as followers of Christ and called to be a reconciling community, the church has an even greater obligation than a statute might mandate.

Although an incident of clergy sexual misconduct always represents a failure of the church, this truth is often overlooked. The incident may even be treated as a failure on the part of the victim. Rather than promoting healing and reconciliation, this scapegoating of the victim, who is already deeply traumatized by the misconduct itself, results in deep emotional and spiritual anguish. It does irreparable harm to the victim. It is a missed opportunity for the community to grow into what it should be. And it greatly diminishes the Body of Christ.

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#### **RESOLUTION 17-05**

**Title:** Resolution on Becoming a Sanctuary Diocese

**Proposed By:** The Rev. Janine Schenone; The Very Rev. Penny Bridges, and others.....

**Name, Address, Phone Number of Delegate:** The Rev. Janine Schenone, 4321 Eastgate Mall, San Diego, CA 92121, 858-458-1501

**Date:** September 29, 2017

**Resolved,** that this 44<sup>th</sup> Annual Convention of the Episcopal Diocese of San Diego declares the Diocese of San Diego to be a Sanctuary Diocese; and be it further

**Resolved,** that the Diocese of San Diego, as people of faith and people of conscience, pledges to resist efforts to target and deport millions of undocumented immigrants, and to eliminate the Deferred Action for Childhood Arrivals (DACA) program that has granted temporary relief for thousands of young people in our communities and families; and be it further

**Resolved,** that the congregations and institutions of the Diocese of San Diego consider becoming Sanctuary Congregations and Institutions, serving as places of welcome, refuge, healing, and other forms of material and pastoral support for those targeted by hate due to immigration status or some perceived status of difference, and that we work alongside our friends, families, and neighbors to ensure the dignity and human rights of all people; and be it further

**Resolved,** that the Diocese of San Diego connect with other local and national sanctuary communities and institutions, immigrant rights groups and coalitions, and engage in educating, organizing, advocacy, and direct action, and other methods as deemed appropriate in each context, to ensure the safety and security of the undocumented community; and be it further

**Resolved,** that the Diocese of San Diego assist in equipping congregations, clergy and lay leaders to engage in such work, appropriate to local contexts, capacity, and discernment.

Passed as presented.

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#### **RESOLUTION 17-06**

**Title:** Establishment of the California Public Policy Network in the Episcopal Diocese of San Diego

**Proposed By:** The Rev. Janine Schenone; The Very Rev. Penny Bridges, and others.....

**Name, Address, Phone Number of Delegate:** The Rev. Janine Schenone, 4321 Eastgate Mall, San Diego, CA 92121, 858-458-1501

**Date:** September 29, 2017

**Be it resolved,** that the 44th Convention of the Episcopal Diocese of San Diego establish the San Diego chapter of the California Public Policy Network. This chapter's **chair will be appointed by the Ecclesiastical Authority and at-large members would** include lay and ordained members from throughout the diocese.

**Be it further resolved**, that the San Diego chapter of California Public Policy Network be encouraged to work with the statewide California Public Policy Network and the Episcopal Public Policy Network to advocate public policy and social action that help California to become the beloved community that Jesus Christ envisions.

#### **EXPLANATION OF RESOLUTION**

Christians need to be vigilant in serving our communities, and attention to the laws and policies of our state and their enactment are an important part of our baptismal promise to strive for justice and peace among all people and to respect the dignity of every human being. This momentous job requires collaboration with a larger network of the other dioceses in our state and the Episcopal Public Policy Network.

Passed as amended.

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#### **RESOLUTION 17-07**

**Title:** Review of Mission Action Parish Process

**Proposed By:** The Revs. Margaret Decker, Gwynn Lynch, Leland Jones and Fred Thayer

**Name, Address, Phone Number of Delegate:** The Rev. Margaret Decker, 845 Chestnut St., Escondido, CA 92025, 760-743-1629

**Date:** September 29, 2017

**Resolved:** That the Bishop and Standing Committee appoint a Task Force which will include, among others, representatives of current and former MAP congregations and MAP teams, to evaluate the implementation and results of the Mission Action Parish Canon (Title II, Canon 3:13). Based on this evaluation, the Task Force will make recommendations to the 2018 Diocesan Convention, which may include proposed changes to the applicable Canon.

#### **EXPLANATION OF RESOLUTION**

The Mission Action Parish status was created by canonical change in 2012 in order to provide diocesan oversight and resources to parishes experiencing particular difficulties in order to bring about “the speedy end or substantial amelioration of the conditions that led to the inquiry or to the declaration of Mission Action Parish, and to restore the congregation to spiritual and temporal health.” Since that time, Mission Action Parish status has been declared in a number of congregations, bringing diocesan resources and attention to parishes in need. Now that the MAP Canon has been available for five years, we would be wise to evaluate the extent to which the interventions undertaken using its provisions have accomplished the purpose for which the Canon was adopted and to what extent the use of the MAP Canon has fallen short of achieving its original purpose. Last year Canonical changes were made to extend the length of time for MAP status, a recognition that speedy solutions are not easy to find. How the MAP process is implemented ought now be evaluated, focusing on improving the process used to assist congregations. Currently in some situations, congregations have experienced Diocesan attention

as more punitive than helpful. Solutions imposed from outside the congregation may ignore the experience and strengths of the members of the congregation, unintentionally creating resistance. MAP teams are then perceived as opponents rather than allies in church life. This Resolution calls for considering whether or not the MAP process is the best means possible for restoring struggling congregations to health and identifying ways that we might improve the process and results.

Passed as presented.