

# Resolutions

## RESOLUTION 16-01

**Title:** Title II, Canon 3.13.03 - Results of Mission Action Parish Designation

**Proposed by:** The Rev. Kathleen Kelly, Rules and Canons Committee Chairperson

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

**Date:** August 1, 2016

**Be it Resolved,** that Title II, Canon 3.13.03 of the Constitution and Canons of the Episcopal Diocese of San Diego be amended by striking the word “shall” in the fifth line thereof and replacing it with “may be directed by the Bishop to,” such that the relevant sentence will now read:

“Upon being declared a Mission Action Parish, such Parish [omit “shall”] *may be directed by the Bishop to* formally forgo and relinquish its rights and privileges as a Parish, to wit: the election of a Rector and the holding and control of its property both real and personal.”

**Be it Further Resolved,** That Title II, Canon 3.13.05, the second sentence thereof, of the Constitution and Canons of the Episcopal Diocese of San Diego be amended by replacing the current language, to wit:

“If a Mission Action Parish shall remain in such status for a period of three years, then a special meeting of the Mission Action Parish shall be called, and by majority vote thereof, it shall be determined whether such Mission Action Parish shall petition the next Annual Diocesan Convention to be restored to full and regular Parish status or to be changed to the status of a Mission.”

**With**

“The Bishop may, with the advice and consent of the Standing Committee, extend Mission Action Parish status beyond three years. The Mission Action Parish may, by majority vote at a properly noticed meeting, determine to challenge extension of Mission Action Parish status by petitioning the next Diocesan Convention, requesting either restoration to full and regular Parish status or conversion to Mission status.”

**Explanation of Resolution:** Title II, Canon 3.13 provides in the introduction that the goal of Mission Action Parish status is to accomplish the “amelioration of the conditions” which have threatened the viability of the Parish. In practice, the Office of the Bishop has found that this

work: 1) is not usually aided by automatically transferring all property, and 2) can often take more than three years when problems are thoroughly addressed. The proposed amendments acknowledge and express actual experience.

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## RESOLUTION 16-02

**Title:** Disaster Preparedness Phase Two

**Proposed by:** The Diocesan Disaster Preparedness Committee

**Name, Address, Phone Number of Delegate:** Neil Malmquist, 4361 Cartagena Dr., San Diego, CA 92115, 619-507-6359

**Date:** July 13, 2016

**Resolved,** that the 43<sup>rd</sup> Convention of the Diocese of San Diego hereby requires all congregations, diocesan institutions and offices to create an up-to-date disaster preparedness plan that includes contact information for key people, and a campus map, if applicable. Such plans are to be completed by the 44<sup>th</sup> Annual Diocesan Convention.

**Resolved,** that the Diocesan Disaster Preparedness Committee shall support and assist congregations, institutions and offices in this effort.

**Resolved,** that the Diocesan Disaster Preparedness Committee shall monitor congregations', institutions' and offices' progress in achieving the requirements of this resolution and report the progress to the 44<sup>th</sup> Annual Diocesan Convention.

**Explanation of Resolution:** This resolution builds on Resolution 15.2-03 which stated that the 42<sup>nd</sup> Annual Diocesan Convention empowered the Disaster Preparedness Committee to monitor congregations, institutions and offices in the diocese to appoint a disaster preparedness leader and complete the Asset Map survey online: [www.sd.episcopalassetmap.org](http://www.sd.episcopalassetmap.org) prior to the 43<sup>rd</sup> Diocesan Convention. It also laid out the expectation that all congregations, institutions and offices would create an up-to-date disaster plan online by going to [www.edsd.org/disaster/](http://www.edsd.org/disaster/) and scrolling down to the bottom of the page to Additional Resources "Disaster Plan Basic Template" and completing your Disaster Plan prior to the 44<sup>th</sup> Diocesan Convention in 2017. To assist in this effort there will be a Disaster Planning workshop at the next Leadership Academy. These efforts are important because a well-prepared congregation, office or institution can be a helpful entity during an emergency. They are close-knit communities of people with established communication networks. They often have information about their members that proves helpful during emergencies. Sometimes they have helpful information about the people they serve, those in marginalized populations who often fall through the cracks when disaster strikes. When every congregation,

institution and office in this diocese has an updated disaster preparedness plan, we will be able to be Christ to those in need when disaster strikes.

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## **RESOLUTION 16-03**

**Title:** Clergy Compensation Guidelines

**Proposed by:** Rev. Andrew Green, Rev. Paige Blair-Hubert, Rev. Simon Mainwaring

**Name, Address, Phone Number of Delegate:** Rev. Paige Blair-Hubert, Rector, St. Peter's; 334 14<sup>th</sup> Street, Del Mar, CA 92014; 858-755-1616

**Date:** September 29, 2016

**Resolved,** that the 43rd Convention of the Diocese of San Diego hereby adopts the attached Clergy Compensation Guideline;

**Further resolved,** that the diocesan staff update these guidelines annually for cost of living wage adjustments as published by the US Government for calendar 2017 and 2018, and propose new guidelines for 2019.

**Explanation of Resolution:** The Diocese does not have either mandated or suggested guidelines for clergy compensation. While not obligatory, the attached guidelines have been considered by diocesan staff for several months and proven helpful to both congregations and clergy. These guidelines also considered the specific issue of the high housing cost in San Diego County. The proposed compensation is generally consistent with current compensation:

- Within the Diocese;
- Those of the Dioceses of Alaska, Olympia, El Camino Real, and California;
- And the Church Pension Group Province VIII data.

The resolution has been reviewed and endorsed by the Standing Committee and the Executive Council.

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### **Episcopal Diocese of San Diego Clergy Compensation Guidelines 2016 Minimum and Suggested**

The clergy compensation package consists of a number of components. They include: cash compensation, housing allowance, pension, health insurance, and life insurance.

### **Salary and Housing Compensation**

The salary and housing compensation is a function of the size and complexity of the congregation, the position, and the experience of the clergy. The diocese establishes minimum and suggested compensation for its full time clergy. Full time work is defined as 10 four hour blocks worked in a seven day period. Part time clergy, including bi vocational priests, are to be compensated on a prorated basis. For rectors, priest in charge, and vicars, the established minimum and suggested compensation is:

Congregation category / Average Sunday Attendance	Minimum	Suggested
Family ASA: 0 to 75	\$54,200	\$67,8000
Pastoral ASA : 76- 140	\$65,535	\$77,100
Transitional ASA 140: 225	\$79,050	\$93,000
Program ASA 225 - 400	\$99,705	\$117,300
Resource ASA: 400+	\$110,480	\$138,100

For Associates, Assistants, and Curates, the established minimum and suggested compensations are:

Priest ordained less than seven years: Minimum: \$49,000; Suggested: \$61,200

Priest ordained more than seven year: Minimum: \$51,500; Suggested: \$64,400

### **Health Insurance**

Clergy will be offered medical insurance in compliance with Denomination Health Plan policy.

### **Life insurance**

The Church Pension Group automatically includes a \$100,000 life insurance policy feature.

Additional insurance is available at the priest choice and expense.

### **Other**

Clergy will be offered continuing education, sabbatical leave, and vacation in accordance Diocesan policy.

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## **RESOLUTION 16-04**

**Title:** Partnership between the Episcopal Diocese of San Diego and the Western Diocese of the Anglican Church of Mexico

**Proposed By:** The Rev. Colin Mathewson, The Rev. Cristina Borges and Mr. Romulo Ituarte

**Name, Address, Phone Number of Delegate:** The Rev. Colin Mathewson, St. Luke's Episcopal Church, 3725 30th St., San Diego, CA 92104; 619-298-2130

**Date:** October 24, 2016

**Resolved,** that the 43rd Convention of the Diocese of San Diego hereby agrees to enter into a partnership with the Western Diocese of the Anglican Church of Mexico to increase our mutual understanding and capacity to carry out God's boundary-transcending mission by:

- Creating opportunities to befriend and learn from one another;
- Fostering our mutual spiritual growth; and
- Standing together in solidarity in the face of injustice.

**Resolved,** that progress on this agreement's initial implementation will be reported on at the following year's diocesan conventions of Western Mexico and San Diego. This agreement will also be reviewed in late 2017 with an eye toward deepening the mutual support and relationship between these dioceses.

**Resolved,** that as part of this review, a committee comprised of at least two clergy and two laity from each diocese will meet in person or via phone conference at least twice in 2017 to support their bishops in the further development of this partnership.

**Explanation of Resolution:** The Episcopal Diocese of San Diego and the Western Diocese of the Anglican Church of Mexico share a common mission: we dare to follow Jesus Christ in his life of fearless love for the world. We also share over 200 miles of a common international border. This political boundary maintains a heartbreaking separation of peoples and families, but represents to us an invitation to reveal the power of God's love to overcome every barrier of race, ethnicity, socioeconomic, or citizenship status. We aim to do God's boundary-transcending work in ever-deepening partnership with mutual respect and love.

The mutual nature of this agreement is central to its mission. The Diocese of San Diego is grateful to be in the financial position to offer modest financial support to the Western Diocese to build its capacity for mission. Its American priests can also offer support to their Mexican colleagues as they seek to develop and strengthen ministry within English-speaking ex-patriate communities in Puerto Vallarta, Lake Chapala, and elsewhere.

The Western Diocese of the Anglican Church of Mexico offers the Diocese of San Diego expertise in ministry to Spanish-speaking, and especially Mexican, immigrant communities. This expertise includes culturally-adapted liturgical planning, music, pastoral care, and congregational development strategies. The Western Diocese can also serve as a fertile ground for transformative experiences for Americans unaware of their relative social privileges through thoughtfully organized pilgrimages.

In 2016, the Episcopal Diocese of San Diego:

- Continued support to northern clergy in the Diocese of Western Mexico and seminarians in the amount of \$600 per month;
- Covered travel expenses for said clergy, along with one representative from San Diego, to Western Mexico's annual convention;
- Covered travel expenses for said clergy, along with at least one representative from the Western Diocese, to San Diego's annual convention; and
- Provided \$1,000 to support the regional diocesan gathering in Tijuana with Archbishop Francisco Manuel Moreno of the Anglican Church of Mexico.

In 2016, the Western Diocese of Mexico:

- Developed a pilgrimage experience in its diocese designed to introduce San Diego guests to some of its ministries, people, and culture in time for a delegation to visit in early 2017,
- Will organize and publicize opportunities for San Diego clergy and laity to take sabbaticals, retreats, and preaching exchanges with English-speaking ministries in its diocese and
- Will designate mentors to support San Diego priests serving Spanish-speaking and Latino ministries

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## RESOLUCIÓN 16-04

**Título:** Compañerismo entre la Diócesis Episcopal de San Diego y la Diócesis Occidental de la Iglesia Anglicana de México.

**Propuesto por:** El Revdo. Colin Mathewson, la Revda. Cristina Borges y el Señor Rómulo Ituarte.

**Nombre, Dirección, Número de Teléfono del Delegado:** El Revdo. Colin Mathewson, St. Luke's Episcopal Church, 3725 30th St., San Diego, CA 92014; 619-298-2130.

**Fecha:** 24 de octubre de 2016.

**Esta Cuadragésima Convención Anual de la Diócesis de San Diego Resuelve:** Entrar en una relación de compañerismo con la Diócesis Occidental de la Iglesia Anglicana de México para incrementar nuestro entendimiento mutuo y nuestra capacidad de llevar a cabo la misión de Dios más allá de las fronteras a través de:

- La creación de oportunidades para aprender unos de otros y establecer relaciones amistosas;
- La ayuda para resolver las necesidades materiales;
- El fortalecimiento de nuestro desarrollo espiritual mutuo; y
- La solidaridad conjunta ante la injusticia.

Que se rendirá un informe acerca del desarrollo ulterior de esta implementación inicial el próximo año en las convenciones diocesanas en Guadalajara y San Diego respectivamente. Que dicho acuerdo también se revisará a finales del año 2017 con vistas a profundizar el apoyo y las relaciones mutuas entre estas diócesis.

Que como parte de dicha revisión se reunirá, al menos dos veces en 2017, ya sea personalmente o por conferencia telefónica, un comité formado al menos por dos clérigos y dos laicos de cada diócesis, con el propósito de apoyar a sus respectivos obispos en el desarrollo ulterior de este compañerismo.

**Fundamentación de la Resolución:** La Diócesis Episcopal de San Diego y la Diócesis Occidental de la Iglesia Anglicana de México comparten una misión común: nos atrevemos a seguir a Jesucristo en su vida de amor intrépido por el mundo. También compartimos más de 200 millas de una frontera internacional común. Dicha frontera política mantiene una dolorosa separación de pueblos y familias pero para nosotros representa una invitación a revelar el poder del amor de Dios para vencer toda barrera de raza, etnia, posición socioeconómica o de ciudadanía. Aspiramos a realizar dicha obra de Dios más allá de las fronteras mediante un compañerismo cada vez más profundo basado en el respeto y amor mutuos.

La naturaleza mutua de este acuerdo resulta fundamental para su misión. La Diócesis de San Diego agradece estar en una posición que le permite ofrecer un modesto aporte financiero a la Diócesis Occidental para construir su capacidad para la misión. Sus sacerdotes estadounidenses también pueden ofrecer apoyo a sus colegas mejicanos para desarrollar y fortalecer el ministerio dentro de comunidades expatriadas de habla inglesa en Puerto Vallarta, El Lago Chapala y en otros lugares.

La Diócesis Occidental de la Iglesia Anglicana de México le ofrece a la Diócesis de San Diego su vasto conocimiento en el ministerio a las comunidades inmigrantes de habla hispana, y particularmente mejicanas. Dicho conocimiento incluye planificación litúrgica, música, cuidado pastoral y estrategias congregacionales culturalmente adaptadas. La Diócesis Occidental puede además servir como suelo fértil para experiencias transformadoras destinadas a los estadounidenses que no sean conscientes de sus privilegios sociales relativos, mediante la planificación de peregrinaciones bien concebidas.

En el año 2016, la Diócesis Episcopal de San Diego:

- Continuó su apoyo al clero y a los seminaristas norteños en la Diócesis de México Occidental con la cantidad de \$600 al mes;
- Cubrió los gastos de viaje de dicho clero, junto con un representante de San Diego, a la convención anual de México Occidental;
- Cubrió los gastos de viaje de dicho clero, junto con al menos un representante de la Diócesis Occidental, a la convención anual de San Diego; y
- Contribuyó con \$1000 para apoyar la reunión diocesana regional en Tijuana con el Arzobispo Francisco Manuel Moreno de la Iglesia Anglicana de México.

En el año 2016 la Diócesis Occidental de México:

- Llevó a cabo una peregrinación en su diócesis con el propósito de mostrar a los huéspedes de San Diego algunos de sus ministerios, las personas y la cultura, como oportuna preparación para la visita de una delegación a principios de 2017;
- Organizará y publicará oportunidades para el clero y los laicos de San Diego de participar en sabáticos, retiros e intercambios de predicación con ministerios de habla inglesa en su diócesis; y
- Designará mentores para apoyar a los sacerdotes de San Diego que ministren a personas latinas y de habla hispana.