

## General Convention of The Episcopal Church 2022 Archives' Research Report

**Resolution No.:** 2022-D096  
**Title:** Creation of a Staff Position for Director of LGBTQI and Women's Ministries  
**Proposer:** The Rev. Dr. Cameron Partridge  
**Topic:** Homosexuality, Structure, Women

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### Directly Related: (Attached)

2018-A143 Study the Career Development of Female and Minority Clergy  
2018-C022 Support End of Discrimination Against Transgender and Non-Binary People  
2018-C054 Adopt Guiding Principles for Inclusion of Transgender and Non-binary People  
2018-C060 Create a Task Force on Sexism and Its Impact  
2018-D016 Create a Task Force for Women, Truth, and Reconciliation  
2018-D023 Create an Anti-Sexism Task Force  
2018-D069 Collect Data on LGBT Clergy Deployment and Compensation  
2015-A032 Establish a Women's Ministries Staff Position

**Indirectly Related:** (Available in the [Acts of Convention](#) database, searchable by resolution number)

None

*In preparing this report, the Archives researched the resolutions in the Acts of Convention database for the period 1973 through 2018, selecting "direct" resolutions that have a substantive bearing on the proposed legislation. The "direct" resolutions are attached and "indirect" resolutions are available in the Acts of Convention database. Committee members who require other research assistance should contact the Archives through the [Research Request Form](#) or call 800-525-9329.*

# D096 - Creation of a Staff Position for Director of LGBTQI and Women's Ministries

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**Final Status:** Not Yet Finalized

**Proposed by:** The Rev. Dr. Cameron Partridge

**Endorsed by:** Ms. Sarah Lawton, Ms. Laura Russell, The Rev. Devon Anderson

**Requests New Interim Body:** No

**Amends C&C or Rules of Order:** No

**Has Budget Implications:** Yes

**Cost:** \$300,000.00

**HiA:** HD

**Legislative Committee Currently Assigned:** 14 - Christian Formation & Discipleship

**Completion Status:** Incomplete

**Latest House Action:** N/A

**Supporting Documents:** No

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## Resolution Text

*Resolved*, the House of \_\_\_\_\_ concurring,

That the 80th General Convention of the Episcopal Church direct the Domestic and Foreign Missionary Society to establish a staff position, Director of LGBTQI and Women's Ministries, which would implement and expand upon the work identified by the Task Force to Study Sexism in the Episcopal Church and Develop Anti-Sexism Training, including to

- deploy, expand, and share the anti-sexism training modules developed by the Task Force;
- implement resolution D030 ("Develop Resources and Training for Welcoming and Supporting Transgender and Non-Binary Persons and Families") by collecting and developing multilingual, multicultural churchwide resources to support our dioceses, provinces, churchwide leaders, and congregations in living into our commitments to welcome and support people and communities of diverse genders, including transgender, non-binary, and Two-Spirit people;
- offer trainings (in person and online) and create networks to form and mobilize women and people of diverse gender identities and sexualities, both lay and ordained, who can in turn lead faith-rooted trainings at the diocesan congregational

levels to support the local church in addressing gender equality and in welcoming people of diverse genders and sexual orientations;

- collect and disseminate data relevant to gender and sexual orientation equality within The Episcopal Church, in collaboration with relevant agencies and boards of the Church, such as the Office of Transition Ministries and the Church Pension Group)

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 \$300,000 for the implementation of this resolution.

## **Explanation**

The Episcopal Church needs a centrally located person on the churchwide staff to support the ministries of women and people of diverse genders and sexualities throughout the Church, and to call the Church to work together to eliminate sexism, homophobia, biphobia and transphobia.

When the position commonly referred to as the “Women’s Desk” was eliminated, The Episcopal Church lost a place for women to go to when seeking assistance with gender equality issues. There was no longer a repository of data regarding gender equality, a human “dashboard” of programs for gender equality, or a place to ask a question regarding women in the church. Though other positions are still in existence; a position dedicated to women’s issues has never been recreated. Further, the Church has never funded a position that specifically attends to the ongoing, acute need to equip our church to uphold the ministries of and with LGBTIQ+ people. People of various genders and sexualities and their families are in our congregations as lay and ordained leaders, but they have very uneven experiences. Some are strongly supported while others experience profound lack of understanding and recognition. Particularly at this moment as multiple states are passing so-called “don’t say gay” laws as well as legislation preventing trans youth – especially trans girls—from accessing sports or gender affirming medical care, we need a centralized effort to support and equip LGBTIQ+ and especially trans and non-binary people at all levels of the church’s life.

Throughout this triennium, the Task Force to Study Sexism in the Episcopal Church and Develop Anti-Sexism Training continually found the need for a more consolidated effort on data around women’s issues. The same can certainly be said for people of diverse genders and sexualities.

From the lack of data on lay leadership, to templates for equitable search processes, to how to find support for gender and sexuality equality, there is no central location or person coordinating these areas. We are asking dioceses to create plans to ensure the equality of women and people of diverse genders and sexualities, but there is no staff to assist them. If we want to disrupt sexism, transphobia, homophobia and biphobia, we must create a

coordinated response along with accurate data. The Episcopal Church is committed to the equality of women and LGBTIQ+ people and therefore should fund a staff person, not only to show its commitment, but to help empower women and people of diverse genders and sexualities within the church.





**Resolution Number:** 2018-A143  
**Title:** Study the Career Development of Female and Minority Clergy  
**Legislative Action Taken:** Concurred as Substituted  
**Final Text:**

***Resolved, That the 79th General Convention of The Episcopal Church acknowledges that there has not been adequate investment in the career development of women, transgender, non-binary, and racial/ethnic minority clergy at multiple levels; and be it further Resolved, That an appropriate interim body be assigned the task to study these concerns and make a report, including analysis and recommendation for improvements, to the 80th General Convention.***

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Austin, 2018* (New York: General Convention, 2018), p. 675.



**Resolution Number:** 2018-C022  
**Title:** Support End of Discrimination Against Transgender and Non-Binary People  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

*Resolved, 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 gender non-conforming people; 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; and be it further*

*Resolved, That The Episcopal Church direct the Office of Government Relations to advocate for passage of federal legislation that protects transgender and gender non-conforming persons from discrimination; and be it further*

*Resolved, That The Episcopal Church urge dioceses, parishes, and Episcopalians to advocate for passage and enactment of similar legislation at the local and state level.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Austin, 2018* (New York: General Convention, 2018), p. 421.



**Resolution Number:** 2018-C054  
**Title:** Adopt Guiding Principles for Inclusion of Transgender and Non-binary People  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

*Resolved*, That the 79th General Convention affirm the following guiding principles for the inclusion of transgender and non-binary people and urge that the Dioceses of the Episcopal Church prayerfully consider adopting and implementing the following guiding principles for the inclusion of transgender and non-binary people in their parishes, missions, schools and camps:

**Guiding Principles for the Inclusion of Transgender and Non-Binary People in Dioceses, Parishes, Missions, Schools and Camps:**

**We believe that all people are created in the image of God and that all people are beloved children of God. Because this is true,**

1. **We will protect the rights and respect the dignity of transgender and non-binary persons, refusing to reject, judge, abuse, belittle or in any way dehumanize them.**
2. **We will engage the complex realities for transgender and non-binary persons in our churches, schools, and camps, and not yield to the temptation to ignore those realities.**
3. **We will recognize and accept our responsibility to protect the privacy of transgender and non-binary persons.**
4. **We will make decisions about how to support transgender and non-binary minors in our schools and camps in sensitive and appropriate communication with their parents.**
5. **We will provide a safe environment for transgender and non-binary persons, for those who support them, and for those who do not understand our commitment to these principles.**
6. **We will stay flexible in response to the complex and changing ramifications of this work by being open to relevant stories, to emerging information, and to the movement of the Holy Spirit.**

And be it further

*Resolved*, That materials to help promote the Guiding Principles of this resolution be developed and curated by the Office of Formation through partnerships with organizations such as Integrity and TransEpiscopal.

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Austin, 2018* (New York: General Convention, 2018), pp. 945-946.





**Resolution Number:** 2018-C060  
**Title:** Create a Task Force on Sexism and Its Impact  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

*Resolved, That the 79th General Convention of The Episcopal Church authorize a task force with a membership of twelve members consisting of 3 bishops, 3 priests or deacons and 6 lay persons, including at least two young adults, appointed by the President of the House of Deputies and Presiding Bishop, of which women shall compose at least half of the membership, to research sexism in The Episcopal Church, and the role it plays in pay equity, status, and gender-based harassment. The task force shall report back to the 80th General Convention of the Episcopal Church with a plan to provide materials and resources to combat sexism in the Church; and be it further*

*Resolved, That the Joint Standing Committee on Program, Budget and Finance consider a budget allocation of \$60,000 for the implementation of this resolution.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Austin, 2018* (New York: General Convention, 2018), pp. 465-466.



**Resolution Number:** 2018-D016  
**Title:** Create a Task Force for Women, Truth, and Reconciliation  
**Legislative Action Taken:** Concurred as Substituted  
**Final Text:**

*Resolved,* That the 79th General Convention as members of the Body of Christ, confess our sins of gender-based discrimination, harassment, and violence against women and girls in all their forms as we understand these sins, which include, but are not limited to, sexual and gender harassment, sexual assault, physically, spiritually, and emotionally abusive behavior, and oppression based on gender, particularly as these sins have denigrated and devalued women and their ministries; acknowledge that within our patriarchal culture, the misuse of power and authority is primarily exercised by men with the vast majority of victims being women; acknowledge that we have created a culture of excuses, justifications, enabling, and dishonesty around gender-based discrimination and violence; have not heard the experiences of women with the goal of justice through acts of contrition, restoration, and reconciliation; declare that we as the Church seek to turn from the systems of oppression, patriarchy, ableism, heteronormativity, white supremacy, and our colonial legacy, among others, and seek to engage in restoration of the dignity of women and reconciliation from past acts, beginning with confessing to God and to one another the truth that we have not loved God with our whole heart, and mind, and strength, and that we have not loved, respected, and honored the presence, gifts, equality, and ministry of women, seeing in them the presence of Christ; confess that we have embraced patriarchal power, and in doing so, have exploited women and been blind to injustice and prejudice; and declare that we seek to repent and be restored to God and to each other, with the Church and each diocese declaring a period of fasting and repentance for this sin; and be it further

*Resolved,* That the 79th General Convention authorize the establishment of a Task Force for Women, Truth, and Reconciliation for the purpose of helping the Church engage in truth-telling, confession, and reconciliation regarding gender-based discrimination, harassment, and violence against women and girls in all their forms by those in power in the Church, making an accounting of things done and left undone in thought, word, and deed, intending amendment of life, and seeking counsel, direction, and absolution as we are restored in love, grace, and trust with each other through Christ; and be it further

*Resolved,* That this Task Force be appointed jointly by the President of the House of Deputies and the Presiding Bishop, with 15 members - 6 lay people (at least 4 of whom identify as women), 6 priests or deacons members (at least 4 of whom identify as women), and 3 bishops members (at least 2 of whom identify as women). The overall composition of this task force shall include members of the LGBTQ community, people of color, and reflect regional diversity. The overall composition of this task force shall include at least 5 members who have experienced gender-based discrimination, harassment, and violence against women and girls and at least 3 members who have personal and recent (within the last 5 years) experience working with complaints within the general Church and/or secular community on matters of gender-based discrimination, harassment, and violence against women and girls. This Task Force shall report its progress to Executive Council, present a public timeline, summary of ongoing work easily accessible by members of the Episcopal Church, and report back to the 80th General Convention on the following tasks:

**-To develop a survey on gender-based discrimination, harassment, and violence against women and girls in all their forms as we understand these sins, which include, but are not limited to, sexual and gender harassment, sexual assault, physical, spiritual, and emotionally abusive behavior, and oppression based on gender. This survey shall be modeled on the survey used to gather information and compile the 2017 report “Sexual Misconduct in the United Methodist Church: US Update,” and the task force shall create said survey no later than December of 2019 and shall work with appropriate general Church organizations, dioceses, and church leadership, both lay and clergy, to distribute widely in the Episcopal Church for access by both laity and clergy no later than spring of 2020, said survey being available primarily on-line, and with adaptations made as determined by the task force to enable responses by those members of the general Church who may not have ready and easy access to the internet;**

**-To conduct a review of survey responses and data regarding gender-based discrimination, harassment, and violent behavior that has been experienced by those who identify as women in our church; and present this information in accessible, public, and informative ways as a truthful reality of the treatment of women; and the impact of this treatment on lay and ordained women and girls, their ministries, and the ministry of the Church to the following members and organizations of the Protestant Episcopal Church in the United States of America: The House of Bishops, The Executive Council, The National Association of Episcopal Schools; all Episcopal Seminaries (including diocesan formation programs for ordination); Episcopal Camps and Conference Centers; Diocesan Youth Directors; all Canons to the Ordinary; all Transition Officers; all diocesan Chancellors; and any other bodies, organizations, or committees that the President of the House of Deputies or the Presiding Bishop deem necessary;**

**-To coordinate and receive reports from the aforementioned persons and organizations no later than six months after the publication of the survey response report with the following written responses to the report, a copy of the same responses shared with the Presiding Bishop and the President of the House of Deputies: How their body and/or institution has contributed to a church culture of gender-based discrimination, harassment, and violence against women and girls in all their forms, when appropriate detailing specific examples of this culture that has approved of this behavior, ignored and/or excused this behavior, and how this culture has damaged the body and/or institution; The body and/or institution’s plan of action within their body or institution that can bring about a culture of truth telling, repentance, reconciliation, and justice in our church; including a timeline of said plan of action; and any other questions the task force, in consultation with the Presiding Bishop and the President of the House of Deputies, deem helpful and necessary for the general Church to confess the truth of the impact of the sin of gender-based discrimination, harassment, and violence against women and girls in all their forms and to engage the process of restoration and reconciliation;**

**-To create a Truth and Reconciliation process to guide churches, dioceses, provinces, and the general Church as they develop their own paths for reconciliation and restoration, with emphasis given to discerning the *qualities* of methods churches, dioceses, provinces, and the general Church may implement to witness the truth and to seek justice, restoration, and reconciliation; recognizing a one-size-fits-all process will not be helpful given the diversity of our Church, and that identifying qualities for a process invites churches, dioceses, provinces, and general Church to map their ways forward to justice, restoration, and reconciliation with guidance;**

**-To conduct a comprehensive audit and analysis of the internal church-wide structures that exist, or are needed, to educate and inform the church about realities and consequences of gender-based discrimination, harassment, and violence against women and girls in all their forms; to develop programs to proactively reduce incidences of gender-based discrimination, harassment, and violence within the church; as well as to develop resources that build the capacity of our church to provide trauma informed pastoral care for victims;**

**-To oversee an audit done by an outside auditor of the culture within church-wide structures to identify systemic expressions of power and leadership that create and continue gender-based discrimination, harassment, and violence against women and girls in all their forms, particularly the impact of this system as it manifests in access to leadership, pay inequity, imbalances in power, inequality in leadership, gender-based discrimination, sexual harassment and violence, and the enabling of gender-based violence by those in positions of power throughout the church that diminishes, excuses, and discounts discrimination, abuse, and harassment, contrary to the Gospel of Christ.**

And be it further

***Resolved*, That the General Convention request that the Joint Standing Committee on Program, Budget, and Finance consider a budget allocation of \$320,000 for the implementation of this resolution which will provide funding for regular meetings, including bi-annual in-person meetings throughout the triennium (\$150,000); costs associated with creating and distributing the survey and subsequent reports (\$40,000) contract with external firm to conduct a culture audit (\$65,000); website, communications, and staff support (\$50,000); and expenses associated with in-person presentations of findings to strategic groups, including Executive Council, the House of Bishops, and other groups as determined by the Task Force, the Presiding Bishop and the President of the House of Deputies (\$15,000).**

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Austin, 2018* (New York: General Convention, 2018), pp. 937-939.



**Resolution Number:** 2018-D023  
**Title:** Create an Anti-Sexism Task Force  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

*Resolved, That the 79th General Convention establish an Anti-Sexism Task Force to research and develop a training program for the purpose of addressing the systemic sexism within the church and the larger society with the goals of raising awareness of bias, eliminating sexist hiring practices within the church, and identifying intersectionalities of discrimination across multiple cultural identities; and be it further*

*Resolved, That the Task Force be appointed consisting of 2 bishops, 2 priests, 2 deacons, and 6 lay persons, with the Presiding Bishop appointing the bishop members, and the President of the House of Deputies appointing the priests, deacons, and lay members. At least one half will be women with at least one woman appointed for each of the orders; and be it further*

*Resolved, That the Task Force complete development of the training program by December 31, 2019; and be it further*

*Resolved, That the Task Force shall submit the training program to Executive Council for its approval by December 31, 2019; and be it further*

*Resolved, That the training, once developed and approved for use, be required for all bishops, priests and deacons, and all lay persons elected or appointed to leadership in The Episcopal Church including, but not limited to, Executive Council, diocesan Standing Committees, diocesan Councils, diocesan Boards of Trustee, and similar bodies by whatever name, diocesan search committees for the election of bishops and all congregational search committees; and be it further*

*Resolved, That the General Convention request that the Joint Standing Committee on Program, Budget and Finance consider a budget allocation of \$60,000 for the implementation of this resolution; and be it further*

*Resolved, That this Task Force shall report to Executive Council yearly, and to the 80th General Convention on the status of the training implementation with recommendations for continued development and improvement.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Austin, 2018* (New York: General Convention, 2018), p. 1111.



**Resolution Number:** 2018-D069  
**Title:** Collect Data on LGBT Clergy Deployment and Compensation  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

*Resolved, That the 79th General Convention of the Episcopal Church direct the Office for Transition Ministry, in consultation with the Church Pension Fund, dioceses, seminaries, and other appropriate agencies to gather data periodically using surveys and other mechanisms about: 1) the numbers of clergy who identify as lesbian, gay, bisexual, and/or transgender or gender nonbinary; 2) the deployment of such self-identified clergy, including whether their positions are part time, full time, or non-stipendiary; 3) their compensation, and 4) to broadly disseminate the report by electronic and other means.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Austin, 2018* (New York: General Convention, 2018), p. 674.



**Resolution Number:** 2015-A032  
**Title:** Establish a Women's Ministries Staff Position  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

*Resolved, That the 78th General Convention direct the Domestic and Foreign Missionary Society to establish an independent contract employee or staff position for women's ministries and networks in the amount of \$150,000 for the triennium; and be it further*

*Resolved, That this person be empowered to serve as a network catalyst to existing movements and programs across the Church, mobilizing women leaders, both lay and ordained; and be it further*

*Resolved, That the 78th General Convention request the Joint Standing Committee on Program, Budget and Finance to make available sufficient budgetary monies to the Executive Council Committee on the Status of Women to provide additional seed money to be used to create a self-sustaining model for a vibrant network of women's ministries across the Church.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Salt Lake City, 2015* (New York: General Convention, 2015), p. 414.