

General Convention of The Episcopal Church 2024 Archives' Research Report

Resolution No.: 2024-A133
Title: Establishing a Task Force for the Study of Fair Hiring Policies within The Episcopal Church
Proposer: Standing Commission on Formation and Ministry Development
Topic: DFMS/PECUSA, Employee Benefits, Structure

Directly Related: (Attached)

2009-A137 Continue the Task Force to Study Employment Policies and Practices
2006-A125 Continue the Task Force to Study Employment Policies and Practices

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

2022-A037 Establish a Standing Commission on Formation and Ministry Development
2022-A130 Develop Model Practices to Increase Equitable Hiring and Cultural Competency
2018-A136 On the Topic of Amending I.1.2(n) [Standing Commissions] (Rejected)
2018-A237 Study Parity Between Lay and Clergy Pensions
2018-D045 Study Equity in Clergy and Lay Pension Plans
2006-D048 Establish Equitable Benefits for Small Church Workers
1997-B018 Recommend Parity Between Clergy and Lay Employees
1985-A087 Encourage Opportunities Within the Church for Persons with Disabilities
1979-B093 Implement an Affirmative Action Program for Church Employment

In preparing this report, the Archives researched the resolutions in the Acts of Convention database for the period 1973 through 2022, 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](#).

A133 - Establishing a Taskforce for the Study of Fair Hiring Policies within The Episcopal Church

Final Status: Not Yet Finalized

Proposed by: Standing Commission on Formation and Ministry Development

Has Budget Implications: Yes

Cost: \$75,000.00

Amends C&C or Rules of Order: No

Requests New Interim Body: Yes

Changes Mandate Of Existing Ib: No

Directs Dfms Staff: No

Directs Dioceses: No

Directs Executive Council: No

HiA: No House Assigned

Legislative Committee Currently Assigned: No Committee Assigned

Completion Status: Incomplete

Latest House Action: N/A

Supporting Documents: No

Resolution Text

Resolved, That the 81st General Convention establishes a Taskforce on Fair Hiring Policies within The Episcopal Church to conduct a comprehensive study and analysis of existing hiring practices, identify areas for improvement, and propose recommendations for implementing fair hiring policies across all levels of the Church's structure; and be it further

Resolved, That the Taskforce composition shall be inclusive and diverse, reflecting the broad spectrum of The Episcopal Church, and shall include representation from clergy, laity, and experts with experience in human resources, diversity, and inclusion. The Taskforce shall be charged with, but not limited to, the following responsibilities:

- Conducting a thorough review of current hiring policies within The Episcopal Church.
- Analyzing data on past hiring practices to identify trends, disparities, and areas for improvement.
- Consulting with stakeholders, including dioceses, congregations, and affiliated entities, to gather input and insights.
- Developing a set of recommendations and guidelines for fair hiring practices that align with the Church's commitment to justice, diversity, and inclusion;

And be it further

Resolved, That the Taskforce shall present its findings and recommendations at the 82nd General Convention, accompanied by a comprehensive report detailing the study's methodology, key findings, and proposed fair hiring policies; and be it further

Resolved, That the Taskforce may collaborate with relevant committees, commissions, and organizations within The Episcopal Church to ensure a coordinated and effective approach to implementing fair hiring policies; and be it further

Resolved, That a budget of \$75,000 be allocated to support the work of the Taskforce, covering expenses related to research, outreach, and the production of the final report.

Explanation

The Episcopal Church is committed to fostering an inclusive and equitable community that reflects the principles of justice, fairness, and respect for all individuals; and fair hiring practices are integral to upholding the values of our Church and ensuring that our leadership and staff embody the diversity and inclusivity we strive for; and The General Convention recognizes the importance of thorough and informed study to develop effective policies that promote fair hiring practices throughout The Episcopal Church. The Episcopal Church is committed to fostering an inclusive and equitable community that reflects the principles of justice, fairness, and respect for all individuals. Fair hiring practices are integral to upholding the values of our Church and ensuring that our leadership and staff embody the diversity and inclusivity we strive for. The General Convention recognizes the importance of thorough and informed study to develop effective policies that promote fair hiring practices throughout The Episcopal Church.



Resolution Number: 2009-A137
Title: Continue the Task Force to Study Employment Policies and Practices
Legislative Action Taken: Concurred as Amended
Final Text:

Resolved, That the Task Force to Study Employment Policies and Practices in The Episcopal Church be continued for the 2010-2012 Triennium; and be it further
Resolved, That the General Convention request the Joint Standing Committee on Program, Budget and Finance to allocate \$15,000 for the work of the Task Force in the Triennium.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Anaheim, 2009* (New York: General Convention, 2009), p. 547.



Resolution Number: 2006-A125
Title: Continue the Task Force to Study Employment Policies and Practices
Legislative Action Taken: Concurred
Final Text:

Resolved, That the 75th General Convention of The Episcopal Church continue the Task Force to Study Employment Policies and Practices in The Episcopal Church during the coming triennium with the intention of offering a resolution to the 2009 General Convention that will address the issues of employment, striving to make The Episcopal Church a fair and just workplace; and be it further

Resolved, That the Convention authorize and request the Church Pension Group to conduct a survey of lay employees concentrating on employee demographics, the exercise of authority in the employment setting, and compensation and benefits. The Bishop or other ecclesiastical authority of each diocese shall be requested to supply relevant data for each employing unit in the diocese to the Church Pension Group. The findings of the survey and any recommendations for action, if appropriate, shall be reported to the 76th General Convention; and be it further

Resolved, That the Office of Ministry Development take the lead in determining the best way to conduct a feasibility study examining whether pension benefits for lay employees should be made compulsory and be administered by a single provider. The results of said study shall be reported, along with recommendations for action, if appropriate, to the 76th General Convention; and be it further

Resolved, That the attached statement on Workplace Values be commended to the Church as a worthy statement reflecting our values for work and the worker in the Church; 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 \$15,000 for the implementation of this resolution.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Columbus, 2006* (New York: General Convention, 2007), pp. 573-574.