

## General Convention of The Episcopal Church 2024 Archives' Research Report

**Resolution No.:** 2024-C030  
**Title:** A Resolution to Create Safe Spaces  
**Proposer:** Province VII  
**Topic:** Safe Church

---

---

### Directly Related: (Attached)

2022-A064 Promote Adoption and Use of Revised Safe Church Training  
2022-A066 Establish Task Force for the Continuing Development of Anti-Harassment Practices  
2022-A067 Authorize and Support Interim Use and Adaptation of Model Harassment Prevention Policy  
2022-A068 Commend Safe Church Training to All Members of the Church  
2022-D072 Adopt the Safe Zone Project Gender and Sexuality Training  
2018-A048 Create a Task Force to Update Safe Church Training  
2018-A109 Establish Task Force on Sexual Harassment  
2018-A115 Adopt the Anglican Communion Charter for Safety  
2015-A074 Update the Safe Church Training Materials

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

2018-D016 Create a Task Force for Women, Truth, and Reconciliation

*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](#).*

# C030 - A Resolution to Create Safe Spaces

---

**Final Status:** Not Yet Finalized

**Proposed by:** Province VII

**Has Budget Implications:** No

**Cost:**

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

**Requests New Interim Body:** No

**Changes Mandate Of Existing Ib:** No

**Directs Dfms Staff:** No

**Directs Dioceses:** Yes

**Directs Executive Council:** No

**HiA:** HD

**Legislative Committee Currently Assigned:** 16 - Safety, Wellness & Mental Health

**Completion Status:** Incomplete

**Latest House Action:** N/A

**Supporting Documents:** No

---

## Resolution Text

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

That the 81st General Convention commends Safe Church for creating a caring and inclusive church; and be it further

*Resolved*, That permission is granted to dioceses to authorize different resources, training products, and methods of delivery that meet the needs of dioceses, congregations, and diocesan institutions.

## Explanation

The Episcopal Church is a leader in creating welcoming, caring, and safe environments for children and adults. Safe Church, Safe Communities continues that tradition by offering robust training and resources for many dioceses and congregations. However, the needs and resources of dioceses, congregations, and diocesan institutions vary widely. Differences in U.S. state laws and international laws further complicate the needs of dioceses. This resolution is aimed at providing dioceses with more flexibility in their ability to select a training product and method of delivery to best serve the congregations and institutions within each diocese, while maintaining the standards of care, safety, and accountability under the current Policy for the Protection of Children and Youth and the

Policy for the Protection of Vulnerable Adults. Today, there are diverse set of options available that may better meet the needs of a particular ministry settings (i.e., retirement homes, camps, and schools) for which Safe Church is not always contextually relevant. Other available products integrate into church management databases currently utilized by dioceses for easier tracking and training. Overall, flexibility for dioceses in authorizing different resources, products, and methods of delivery will allow our dioceses to best serve the people we care for across our congregations and institutions.



**Resolution Number:** 2022-A064  
**Title:** Promote Adoption and Use of Revised Safe Church Training  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

*Resolved, That the 80th General Convention direct the Office of Communications and the Office of Formation of the Episcopal Church, working in collaboration with Forma and the Church Pension Group, to use the communication and marketing facilities of The Episcopal Church to promote the adoption and use of the revised Praesidium Safe Church training throughout the Church; that such promotion, marketing and communication vehicles should update all existing references to Safe Church training and reinforce the importance of creating a welcoming, safe environment for all of the people of God participating in Church sponsored or affiliated ministries, programs, congregations and other activities; and be it further Resolved, That \$15,000 be budgeted for the implementation of this resolution.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Baltimore, 2022* (New York: General Convention, 2023), p. 839.



**Resolution Number:** 2022-A066  
**Title:** Establish Task Force for the Continuing Development of Anti-Harassment Practices  
**Legislative Action Taken:** Concurred  
**Final Text:**

*Resolved, That the 80th General Convention direct the Executive Council to establish a Task Force pursuant to Canon I.1.2.o to oversee the continuing development and implementation of anti-harassment best practices, model policy examples, and varied training materials. The Task Force shall be comprised of at least nine (9) people who reflect the diversity of The Episcopal Church, to the degree possible, while also including those experienced in adult education, the prevention of sexual abuse, the prevention of employment discrimination, Human Resources, working with Title IV (including chancellors and Intake Officers), and working with survivors of abuse (including Victim Advocates); membership should also include at least three (3) persons from the Task Force to Develop Model Sexual Harassment Policies and Safe Church Training appointed in 2018; and be it further*

*Resolved, That the Task Force shall seek and consider feedback from local use and adaptation of the original model policy, from as diverse a group of communities within the Church as possible. The goal of the Task Force shall be to refine the Best Practices Guide, to gather samples of policies and practices in actual use across the Church, and to develop additional model policies for use in the broadest spectrum of church locations and extra-parochial communities; and be it further*

*Resolved, That the Church Pension Group be asked to collaborate with this effort and to appoint a member to serve on the Task Force; and be it further*

*Resolved, That the 80th General Convention of commit itself to the financial support of the continuing development of these materials, and training, as an element of its efforts to advance clergy wellness and reduce liability, as well as to the ability of all members of the Church to live into the Baptismal Covenant, seeking and serving Christ in all persons; and be it further*

*Resolved, That \$75,000 be budgeted for the work of the Task Force over the next triennium.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Baltimore, 2022* (New York: General Convention, 2023), pp. 776-777.



**Resolution Number:** 2022-A067  
**Title:** Authorize and Support Interim Use and Adaptation of Model Harassment Prevention Policy  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

*Resolved, That the 80th General Convention direct the Executive Council to provide for the support and encouragement of the interim use and adaptation of the Model Policy to Prevent Harassment (<https://extranet.generalconvention.org/staff/files/download/30555>) by dioceses, congregations, and affiliated institutions; and be it further*

*Resolved, That the Best Practices Guide and Model Policy to Prevent Harassment (<https://extranet.generalconvention.org/staff/files/download/30555>) be hosted on the Domestic and Foreign Missionary Society [DFMS] Safe Church website. The website shall be adapted and monitored so that it becomes a site for on-going creation and curation of feedback from experimental use and local adaptation of the Best Practices Guide and Model Policy to Prevent Harassment throughout TEC during the next triennium; and be it further*

*Resolved, That dioceses, congregations, and affiliated institutions report their feedback and recommendations for further development on the basis of their practice to the DFMS hosted Safe Church website.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Baltimore, 2022* (New York: General Convention, 2023), p. 840.



**Resolution Number:** 2022-A068  
**Title:** Commend Safe Church Training to All Members of the Church  
**Legislative Action Taken:** Concurred as Substituted  
**Final Text:**

*Resolved, That the 80th General Convention of The Episcopal Church commend to all members of the Church the course of Safe Church Training provided by the Church and the Church Pension Group so that all members can participate fully in creating and maintaining safe environments for all people throughout the Church.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Baltimore, 2022* (New York: General Convention, 2023), pp. 444-445.



**Resolution Number:** 2022-D072  
**Title:** Adopt the Safe Zone Project Gender and Sexuality Training  
**Legislative Action Taken:** Concurred  
**Final Text:**

*Resolved, That the 80th General Convention address the urgent need for gender and sexuality training in our church on all levels; and be it further*

*Resolved, That the 80th General Convention authorize the use of, and adopt as an official training resource, the Safe Zone Project no-cost 2-hour foundational curriculum; and be it further*

*Resolved, That The Episcopal Church will provide virtual training for at least one representative from each of the Dioceses in the adopted program to train-the-trainers on a diocesan level; and be it further*

*Resolved, That each participating Diocese will oversee and document the training of all clergy, Bishops, ordinands, and lay leaders and will issue certificates to participants who successfully complete this training, with training to begin by the 81st General Convention; and be it further*

*Resolved, That the reporting of gender and sexuality training by participating dioceses to The Episcopal Church be included on the Diocesan Parochial Report as is the practice for other trainings such as Safe Church and Anti-Racism; and be it further*

*Resolved, That the 80th General Convention request that the Joint Standing Committee on Program, Budget, and Finance consider a budget allocation of \$35,000 to fund the virtual training of the diocesan trainers.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Baltimore, 2022* (New York: General Convention, 2023), p. 875.





**Resolution Number:** 2018-A048  
**Title:** Create a Task Force to Update Safe Church Training  
**Legislative Action Taken:** Concurred as Substituted  
**Final Text:**

*Resolved, That this 79th General Convention direct the Executive Council to establish a Task Force pursuant to Canon I.1.2.(o) to create and implement new safe church training materials to be developed during the next triennium to reflect the approved 2017 Model Policies for the Protection of Children and Youth and the approved 2017 Model Policies for the Protection of Vulnerable Adults, such committee to be comprised of at least nine (9) and no more than twelve (12) people who reflect the diversity of The Episcopal Church, which should include youth ministers, those working with vulnerable adults, educators for adults, and those experienced in the prevention of sexual abuse; membership should also include at least three (3) persons from the Task Force to Update Sexual Misconduct Policies appointed in 2015; and be it further*

*Resolved, That the Church Pension Group be asked to collaborate and coordinate their training program with this effort and to appoint a member to serve on the committee; and be it further*

*Resolved, That such safe church training materials for the prevention of sexual misconduct include written and web-based training materials that include responsive and multilingual online web-based resources, a modern content management system and a curated resource list, such training to provide Universal Training accessible to all congregants and ministry participants that fosters a culture of safety and inclusion for all people and Specialized Training consisting of discrete modules on topics directly related to ministry roles and functions; and be it further*

*Resolved, That this 79th General Convention assign to the Task Force that will oversee the new safe church training materials the following duties: where and how to host training materials that includes a comprehensive list of resources, develop a plan for continued updating of the training materials and the curating of resources, as well as a plan to oversee this work; and be it further*

*Resolved, That this 79th General Convention direct the Domestic and Foreign Missionary Society [DFMS] to host on its website the Model Policies for the Protection of Children and Youth and the Model Policies for the Protection of Vulnerable Adults for the prevention of sexual misconduct approved in 2017; and be it further*

*Resolved, That this 79th General Convention of The Episcopal Church commits itself to the financial support of the creation, implementation and maintenance of such safe church training materials to advance clergy wellness and reduce liability; and be it further*

*Resolved, That this 79th General Convention request the Joint Standing Committee on Program, Budget and Finance to consider a budget allocation of \$245,000 for the creation of the safe church training materials described in this resolution and \$50,000 for the work of the Task Force.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Austin, 2018* (New York: General Convention, 2018), pp. 890-891.



**Resolution Number:** 2018-A109  
**Title:** Establish Task Force on Sexual Harrassment  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

*Resolved, That the 79th General Convention of the Episcopal Church declares that sexual harassment of adults by clergy, church employees and church members are abuses of trust, a violation of the Baptismal Covenant, contrary to Christian Character, and are therefore wrong; and be it further*

*Resolved, That the 79th General Convention of the Episcopal Church establish a Task Force on Sexual Harassment to be appointed by the Presiding Bishop and the President of the House of Deputies to prepare a Model Policy for Sexual Harassment of Adults for Dioceses, including parishes, missions, schools, camps, conference centers and other diocesan institutions. It shall be the duty of the Task Force to study, educate, develop curriculum, and propose and promulgate model policy and standards of conduct on different forms of harassment, and to advise the Church as resource persons. The membership of the Task Force is to be representative as to gender, race and ethnic diversity and should include lawyers whose practice covers this area of law or who serve or have served as chancellors for a diocese or church, human resource professionals, educators for adults, and those experienced in the prevention of sexual harassment. Approximately one-third of the members of the Task Force shall be clergy. The Task Force will report to the 80th General Convention and include as part of its report a Model Policy for Sexual Harassment of Adults for Dioceses; and be it further*

*Resolved, That the 79th General Convention request the Joint Standing Committee on Program, Budget and Finance to consider a budget allocation of \$50,000 for the work of the Task Force.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Austin, 2018* (New York: General Convention, 2018), p. 963.



**Resolution Number:** 2018-A115  
**Title:** Adopt the Anglican Communion Charter for Safety  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

*Resolved, That the 79th General Convention join the 2012 Anglican Consultative Council in adopting the following "Charter for Safety of People Within the Churches of the Anglican Communion" noting that it summarizes The Episcopal Church's policy regarding maintaining the safety of all who come to or work for our churches:*

- 1. Pastoral support where there is abuse — We will provide pastoral support for the abused, their families, and affected parishes and church organizations by listening with patience and compassion to their experiences and concerns; offering spiritual assistance and other forms of pastoral care.**
- 2. Effective responses to abuse — We will have and implement policies and procedures to respond properly to allegations of abuse against clergy and other church personnel that include: making known within churches the procedure for making complaints; arranging pastoral care for any person making a complaint of abuse; the impartial determination of allegations of abuse against clergy and other church personnel, and assessment of their suitability for future ministry; providing support for affected parishes and church organizations.**
- 3. Practice of pastoral ministry — We will adopt and promote, through education and training, standards for the practice of pastoral ministry by clergy and other church personnel.**
- 4. Suitability for ministry — We will have and implement policies and procedures to assess the suitability of persons for ordination as clergy or appointment to positions of responsibility in the church, including checking their background.**
- 5. Culture of safety — We will promote a culture of safety in parishes and church organizations by education and training to help clergy, other church personnel, and participants prevent the occurrence of abuse.**

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Austin, 2018* (New York: General Convention, 2018), p. 973.



**Resolution Number:** 2015-A074  
**Title:** Update the Safe Church Training Materials  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

*Resolved, That the 78th General Convention direct that the Episcopal Church Center arrange for the updating or supplementing of written and web-based materials used in the *Safeguarding God's Children* and the *Safeguarding God's People* programs to reflect the experience of the Church in using the *Safeguarding God's Children* and the *Safeguarding God's People* materials; and to cover topics such as social media, mission trips, pilgrimages, camp and conference center programs, and other overnight events, and the experiences of LGBTQ persons; and be it further*

*Resolved, That, in addition to developing printed and web-based versions of the updated or supplemented *Safeguarding God's Children* and the *Safeguarding God's People* materials, electronic links to the online versions of the *Safeguarding God's Children* and the *Safeguarding God's People* curricula be made available on The Episcopal Church website; and be it further*

*Resolved, That the Episcopal Church Center publicize the availability of the revised or supplemented written and web-based *Safeguarding God's Children* and the *Safeguarding God's People* materials to dioceses and congregations; and be it further*

*Resolved, That dioceses of The Episcopal Church be required annually to confirm, in writing or by email, to a designated office in the Episcopal Church Center that the diocese and (to the best of its knowledge after due inquiry) congregations in the diocese are training persons in positions of authority (including clergy, staff, vestry, children, and youth educators/leaders and other volunteers) by using the *Safeguarding God's Children* and the *Safeguarding God's People* materials or other appropriate materials for this training; and be it further*

*Resolved, That after the written and web-based *Safeguarding God's Children* and the *Safeguarding God's People* curricula are revised or supplemented, re-training of trainers be conducted so that the persons conducting training in congregations and dioceses are fully aware of the changes in the training materials and are able to teach them competently; and be it further*

*Resolved, That the 78th General Convention request the Joint Standing Committee on Program, Budget, and Finance to consider a budget allocation of \$50,000 for the implementation of this resolution.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Salt Lake City, 2015* (New York: General Convention, 2015), pp. 418-419.