

**GENERAL CONVENTION OF THE EPISCOPAL CHURCH 2018  
ARCHIVES' RESEARCH REPORT**

**RESOLUTION NO.:** 2018-A006  
**TITLE:** Collect Demographic Data of Leadership  
**PROPOSER:** Advisory Group on Church Planting  
**TOPIC:** Parochial Reports

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**Directly Related:** (Attached)

2006-A042      Establish a Church Planting Initiative  
2003-D018      On the Topic of Amending the Canon on the Annual Parochial Report (Rejected)  
1994-A046      Recruit and Retain People of Color for Lay Ministry and Leadership  
1994-D054      Request Report From Evangelism Commission on Church Planting  
1994-D135      Oversee Monitoring of Full Integration of People of Color in Church Structures

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

2015-A084      Modify the Parochial Report  
2009-A062      Gather Data on Missional and Emergent Congregations and Church Outreach  
2003-A063      Encourage Diversity in Diocesan Leadership  
2003-C006      Welcome the Church's Diverse "New Majority"  
1985-A141      Study the Needs of Minority Groups for Greater Involvement

**Supplemental Documents:** (Linked)

(*Blue Book*) Report to General Convention, [Advisory Group for Church Planting](#), see page 607.

*In preparing this report, the Archives researched the resolutions in the Acts of Convention database for the period 1976 through 2015, 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 at 800-525-9329 before Convention or at Convention in the General Convention Secretariat.*

# A006 Collect Demographic Data of Leadership

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<b>Proposer</b>	Advisory Group on Church Planting
<b>Topic</b>	Parochial Reports
<b>Endorsed by</b>	
<b>Sponsored by</b>	
<b>Page numbers</b>	Blue Book: p. N/A; Constitution & Canons: p. N/A
<b>HiA / Leg. Cttee</b>	HD /
<b>Current Status</b>	Resolution Filed
<b>Version</b>	Original (as filed)
<b>Review Status</b>	Not yet reviewed

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## RESOLUTION TEXT

- Resolved*, the House of \_\_\_\_\_ concurring, That the 79th General Convention adopt a standard of requiring recipients of mission enterprise zone and new church start grants to disclose how the demographics (ethnicity/age/income range) of those in positions of authority in the new ministry, including staff and any advisory board or vestry members, compare to the demographics of the surrounding population, and be it further
- Resolved*, That the Parochial Report be modified to collect demographic data (ethnicity/age/income range) on vestry members together with the demographics of the surrounding three (3) mile radius of the church.

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## EXPLANATION

Our work as the Advisory Group on Church Planting has revealed that instrumental to starting and maintaining healthy communities of faith and/or worshipping communities requires that the dynamics of power, privilege, and authority be consistently evaluated and reevaluated to ensure that church leadership reflects the communities they are a part of or are hoping to engage, and to expand existing concepts of leadership. Doing so allows the new ministry to grow out of healthy DNA.

Our work with church plants and mission enterprise zones is an invitation to the church to a new way of thinking, because best practices for new ministries inform how we go about existing ministries. To that end, the Advisory Group hopes to bear witness to the reality that it is best practice for all churches to be aware of how those in positions of authority reflect the existing community around the church. We believe that asking congregations to supply this information each year using the demographic report found at The Episcopal Church Researching Your Congregation and Community web page together with information on staff and vestry will raise the issue in a helpful way for all of the congregations of The Episcopal Church.



**Resolution Number:** 2006-A042  
**Title:** Establish a Church Planting Initiative  
**Legislative Action Taken:** Concurred as Substituted and Amended  
**Final Text:**

*Resolved, That the 75th General Convention establish a Church Planting Initiative to raise funds for new congregations in the dioceses of this Church; and be it further*

*Resolved, That the 75th General Convention call every diocese of this Church to identify and document with projected costs and demographics including racial, ethnic, generational, and socioeconomic makeup of the targeted areas, prime opportunities for the development of new congregations including new college campus missions, and communicate this list of opportunities to the Office of Congregational Development by June 30, 2007; and be it further*

*Resolved, That the Office of Congregational Development be directed to assemble these reports by December 30, 2007, and convey to Executive Council, in its regular report a comprehensive list of opportunities for new church and campus ministry development and projected costs, and to communicate this list through electronic and print media to the Church; and be it further*

*Resolved, That upon receipt of the comprehensive report for New Church Development the Presiding Bishop and the Executive Council implement a major gifts campaign to fund the Church Planting Initiative; and be it further*

*Resolved, That the Office of Congregational Development in cooperation with the Ethnic Ministries offices, especially the Hispanic Ministries Office, lead and support the Church Planting Initiative by: keeping the church abreast of best practices for church, campus mission and ministry planting; raising awareness of opportunities for starting new congregations, campus mission and ministries throughout the church; assisting individual dioceses in planning and developing a vision and a plan for this Initiative; developing tools for assessing candidates for new church development; and recommending matching grants for church planting; and be it further*

*Resolved, That The Episcopal Church be a financial partner with dioceses by providing matching grants to dioceses for church planting; and be it further*

*Resolved, That the General Convention direct the Joint Standing Committee on Program, Budget, and Finance to consider the Church Planting Initiative budget for development staff to identify and nurture new sources of revenue in the grants, gifts, endowments and/or capital fund drives be increased from \$75,000 to \$475,000 during each year of the 2007–2009 triennium.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Columbus, 2006* (New York: General Convention, 2007), pp. 655-656.



**Resolution Number:** 2003-D018  
**Title:** On the Topic of Amending the Canon on the Annual Parochial Report  
**Legislative Action Taken:** Rejected  
**Text of Resolution:**

*Resolved*, the House of Deputies concurring, That Canon I.6.1 be amended to include a new subsection as follows:

(3) the ethnic origin of all clergy on staff, in such categories as Executive Council shall, from time to time, determine; and an estimate by percentage, according to the same categories, of all members of the congregation; and be it further

*Resolved*, That the existing subsection (3) be re-numbered (4).



**Resolution Number:** 1994-A046  
**Title:** Recruit and Retain People of Color for Lay Ministry and Leadership  
**Legislative Action Taken:** Concurred  
**Final Text:**

***Resolved, That the 71st General Convention move one more step towards eliminating institutional racism from the Episcopal Church by strengthening the recruitment and retention of people of color for lay ministry and diocesan and parish leadership, including, but not limited to, membership on vestries, positions of senior and junior wardens, election as delegates to diocesan conventions, and membership on diocesan executive councils; and urge that diocesan Commissions on Racism report to the Executive Council on the progress in these areas prior to the 72nd General Convention.***

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Indianapolis, 1994* (New York: General Convention, 1995), p. 147.



**Resolution Number:** 1994-D054  
**Title:** Request Report From Evangelism Commission on Church Planting  
**Legislative Action Taken:** Concurred As Amended  
**Final Text:**

*Resolved, That the Standing Commission on Evangelism track and report to the 72nd General Convention on the following subjects concerning Church planting in a Decade of Evangelism:*  
**The number of new congregations planted in each diocese by year since 1990;**  
**A narration, where possible, on each newly planted congregation;**  
**Number and status of new congregations being planted in each Diocese.**

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Indianapolis, 1994* (New York: General Convention, 1995), pp. 290-91.



**Resolution Number:** 1994-D135  
**Title:** Oversee Monitoring of Full Integration of People of Color in Church Structures  
**Legislative Action Taken:** Concurred As Amended  
**Final Text:**

*Resolved*, That the 71st General Convention, as an aid to the elimination of institutional racism from the Episcopal Church and as a means of being accountable, oversee the monitoring of our progress in the integration of people of color in the structures of life and power in this Church by requesting that:

**Each diocese, that has not already done so, establish a Commission on Racism.**

**These Commissions survey and record annually the number of congregations in the diocese and their ethnic distribution.**

**These Commissions survey and record annually the number of clergy who are persons of color who are being considered and the number called as rectors, assistants and in other clergy positions in non-minority congregations, and also white clergy in reverse situations.**

**These commissions survey and record annually the distribution of persons of color in positions of leadership in the congregations, such as vestry members, wardens, guild presidents and other such positions, and in dioceses, persons such as delegates to convention, diocesan councils, steering committees, Commissions on Ministry, Standing Committees, General Convention, and all other positions to which people are elected or appointed.**

**These commissions annually report the above information to the Diocese and to the Executive Council of the Episcopal Church.**

**The Executive Council direct the Board Theological Education, Council of Development of Ministry, ethnic desk officers and other related committees to monitor the recruitment and retention rates of persons of color who are students, faculty, and members of the Boards of Trustees of seminaries and survey the dynamics preventing significant increase in their numbers.**

**The Executive Council survey and record the distribution of people of color in positions of leadership at the provincial and national levels of the church, their rate of retention and discharge, and type of position.**

**The Executive Council report the results of its surveys annually to the church at large and every three years to the General Convention of the Episcopal Church, with recommendations for improvement, so that we as a Church may see where we are making progress or falling behind, in order to undertake strategies for specific circumstances, thereby keeping this issue before us until the question is resolved.**

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Indianapolis, 1994* (New York: General Convention, 1995), pp. 350-51.