

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

**RESOLUTION NO.:** 2018-A143  
**TITLE:** Study Career Development of Female and Minority Clergy  
**PROPOSER:** Task Force on the Episcopacy  
**TOPIC:** Diversity

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**Directly Related:** (Attached)

2015-A031 Continue Development of the Clergy Search Toolkit  
2015-A032 Establish a Women's Ministries Staff Position  
2015-A033 Support Latinas in Ordained Ministry  
2009-A104 Request Dioceses to Fund Multicultural Leadership Development  
2009-A145 Request Study of Diocesan Processes to Recruit Persons of Color  
2003-D043 On the Topic of Assessing Diversity of Clergy Deployment (Rejected)

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

2012-A143 Develop a Search Tool  
1994-A045 Recruit and Retain People of Color in the Ordained Ministry  
1991-A228 Provide Commissions on Ministry With Training in Cultural Differences  
1985-D027 Appoint a Group to Study the Participation of Women in Church Life

**Supplemental Documents:** (Linked)

(Blue Book) Report to General Convention, [Task Force on the Episcopacy](#), see page 721.

*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.*

# A143 Study Career Development of Female and Minority Clergy

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<b>Proposer</b>	Task Force on the Episcopacy
<b>Topic</b>	Diversity
<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>	/
<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

- 1 *Resolved*, the House of \_\_\_\_\_ concurring, That the issue of how dioceses and the Church can better invest in the career development of women and racial/ethnic minority clergy be assigned to an appropriate interim body for study and consideration, with an analysis and recommendations to be reported back to the 80th General Convention.

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## EXPLANATION

The study recommended in this Resolution will help the Church at all levels to discern how to achieve long-held but long unachieved diversity goals.



**Resolution Number:** 2015-A031  
**Title:** Continue Development of the Clergy Search Toolkit  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

*Resolved, That the 78th General Convention direct the Office of Transition Ministries, the Office of Pastoral Development, and the Executive Council Committee on the Status of Women to continue development of search toolkit resources for female clergy and Church leadership discernment committees through the 2016-18 triennium; and be it further*  
*Resolved, That the 78th General Convention extend appreciation for support of the search toolkit at the 77th General Convention, and call on bishops and other diocesan leaders to urge the search toolkit's use by search committees and transition ministries and to promote its availability for use among female clergy; and be it further*  
*Resolved, That the 78th General Convention request the Joint Standing Committee on Program, Budget and Finance to allocate \$20,000 to continue to develop the search toolkit and for resources such as expanded development of online materials, Spanish translation and videography.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Salt Lake City, 2015* (New York: General Convention, 2015), pp. 413-414.



**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.



**Resolution Number:** 2015-A033  
**Title:** Support Latinas in Ordained Ministry  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

*Resolved, That the 78th General Convention direct the Missioner for Hispanic/Latino Ministries to work with the Office of Transition Ministries, the Office of Justice and Advocacy Ministries, and diocesan and provincial multicultural missioners to review canons, policies, and practices related to the formation and ordination processes and to eliminate gender and cultural biases that mitigate against the ordination of Latinas; and be it further*

*Resolved, That the 78th General Convention request the Joint Standing Committee on Program, Budget and Finance to allocate \$10,000 for the triennium to seed the development of ordained Latina leadership.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Salt Lake City, 2015* (New York: General Convention, 2015), p. 415.



**Resolution Number:** 2009-A104  
**Title:** Request Dioceses to Fund Multicultural Leadership Development  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

*Resolved, That the 76th General Convention recognize the importance of cultural diversity in the dioceses; and be it further*

*Resolved, That the 76th General Convention affirm the importance of cultural diversity and multicultural leadership development; and be it further*

*Resolved, That the 76th General Convention request that dioceses of The Episcopal Church consider a specific yearly budget allocation for the implementation of multicultural leadership development to support a diocesan strategic plan designed for the creation and sustaining of multicultural ministry, utilizing "Meeting on New Ground;" and be it further*

*Resolved, That the 76th General Convention reconvene the Task Force that created "Meeting on New Ground" to study the dioceses involved in such ministry, gather resources for developing and sustaining multicultural ministry and to report on the progress to the 77th General Convention; and be it further*

*Resolved, That the 76th General Convention request the Joint Standing Committee on Program, Budget and Finance to consider a budget allocation of \$10,000 for the implementation of this resolution.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Anaheim, 2009* (New York: General Convention, 2009), p. 718.



**Resolution Number:** 2009-A145  
**Title:** Request Study of Diocesan Processes to Recruit Persons of Color  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

*Resolved, That a study be conducted to research and analyze diocesan processes to recruit persons of color to pursue ordination and analyze how persons of color are deployed to parishes; and be it further*

*Resolved, That the Office of Anti-Racism and Gender Equality design a methodology for collecting data from persons of color who have been in the discernment, seminary, ordination processes within the previous eight years after the passage of this resolution to determine what their experiences have been, including barriers and facilitating factors; and be it further*

*Resolved, That this data be gathered and that a report generated along with appropriate resolutions to the 77th General Convention of The Episcopal Church, which will recommend necessary remedies to alleviate the present situation.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Anaheim, 2009* (New York: General Convention, 2009), p. 716.



**Resolution Number:** 2003-D043  
**Title:** On the Topic of Assessing Diversity of Clergy Deployment  
**Legislative Action Taken:** Rejected [Died With Adjournment]  
**Text of the Resolution:**

*Resolved*, the House of Bishops concurring, That the 74th General Convention of The Episcopal Church recognize and celebrate the blessings God has given the Church through the gifts of ordained persons of color and ordained women, while acknowledging that in many places the Church does not yet systematically recruit, train, and deploy such clergy; and be it further

*Resolved*, That each diocese shall assess the extent to which it has recruited, trained, and deployed women and persons of color for ordained ministries and report these data to the Office of the Assistant to the Presiding Bishop for Program by March 31, 2005; and be it further

*Resolved*, That each congregation and diocese shall complete by January 2006 a process of self-assessment to identify systemic barriers in its recruitment, training, and deployment of clergy of color and ordained women; and be it further

*Resolved*, That the ~~Anti-Racism Desk~~ *Peace and Justice Ministries* and the Women's Desk at the Church Center shall assist dioceses and congregations by identifying available, appropriate self-assessment tools and other resources which could help the Church move toward elimination of such barriers to more inclusive ordination processes.