

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

**RESOLUTION NO.:** 2018-C029  
**TITLE:** Clergy Compensation by Race  
**PROPOSER:** Connecticut  
**TOPIC:** Church Pension Fund

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**Directly Related:** (Attached)

2015-A182     Address Systemic Racial Injustice  
1994-A045     Recruit and Retain People of Color in the Ordained Ministry

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

2012-A127     Recommit to Anti-Racism Work  
2009-A145     Request Study of Diocesan Processes to Recruit Persons of Color  
2009-A169     Gather Statistics About Episcopal Elections and Clergy Compensation  
1994-D135     Oversee Monitoring of Full Integration of People of Color in Church Structures  
1985-A078     Conduct a Racial Audit and Report on Implementation of Affirmative Action  
1976-A064     Investigate Racial Inequities in Clergy Deployment Practices

*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.*

# C029 Clergy Compensation by Race

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<b>Proposer</b>	Diocese of Connecticut
<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 79th General Convention, recognizing the need for The Episcopal Church to participate in “Becoming Beloved Community,” directs Church Pension Group to develop a strategy for collecting, compiling, and reporting clergy compensation data by race; and be it further
- 2 *Resolved*, That this strategy include collecting this data from clergy currently enrolled in the Church Pension Fund, as well as from future enrollees as part of its standard intake process; and be it further
- 3 *Resolved*, That Church Pension Group present for approval its proposed strategy to Executive Council at its winter 2019 meeting; and be it further
- 4 *Resolved*, That the Church Pension Group “2019 Clergy Compensation Report,” as well as reports for subsequent years, include data about compensation by race.

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## EXPLANATION

The Church Pension Group collects and compiles clergy compensation data. Its annual Clergy Compensation Reports present that data by many of factors. Data by gender is invaluable as women clergy seek to close the persistent gender gap it reveals. CPG does not collect data by race. General Convention Resolution 2015-A182, “Address Systemic Racial Injustice,” “... urges the Church to enter into ... internal analysis to address systemic racial disparities and injustice in the Church and the wider culture.” There are almost certainly “systemic racial disparities and injustice” in clergy compensation. CPG must provide the “internal analysis” necessary to resolve them.



**Resolution Number:** 2015-A182  
**Title:** Address Systemic Racial Injustice  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

*Resolved, That the 78th General Convention of the Episcopal Church recognize that many Episcopalians find it challenging to understand or know how to respond to 21st century systemic racial injustices that still occur in multiple contexts including but not limited to education; employment; housing; health care; banking; voting rights; immigration; policing, courts, and prisons, etc.; and be it further*

*Resolved, That the 78th General Convention affirms that the Gospel, our Baptismal Covenant, and our Marks of Mission call individuals, churches, dioceses, provinces, and the wider Church to find more effective and productive ways to respond to racial injustice as we love our neighbors as ourselves, respect the dignity of every human being, and transform unjust structures of society; and be it further*

*Resolved, That the 78th General Convention declare that “not knowing” and “not having the eyes to see and ears to hear” are serious obstacles to transforming unjust structures and therefore direct the Church at every level for this triennium to commit to increase the use of study, education, research, anti-racism training, liturgies, and Christian formation instruction that specifically address systemic racial injustice; and be it further*

*Resolved, That the 78th General Convention urge the Church at every level to increase the number of dialogues about systemic racial injustice it has with local, state and national bodies within the public and private spheres and that these dialogues be used to identify, examine, and offer correctives to policies and practices within and among these bodies that result in systemic racial disparities and injustices; and be it further*

*Resolved, That the 78th General Convention urge dioceses and congregations to create vehicles for listening to diverse neighbors and developing reconciling relationships; such options might include (a) listening campaigns in local communities, (b) partnerships with churches and organizations comprised predominately of a different race or culture (especially those targeted by oppression), (c) neighborhood prayer walks, (d) storytelling and speak-out events designed to facilitate truth-telling, healing and action, (e) and others with which leaders throughout the Church are familiar; and be it further*

*Resolved, That the 78th General Convention encourage Justice and Advocacy Ministries to partner with other church offices and organizations as appropriate to host, resource, and moderate an ongoing online forum for Episcopalians dedicated to the ministry of racial justice and reconciliation, with spaces dedicated to sharing about local and diocesan efforts and resources; and be it further*

*Resolved, That the 78th General Convention encourage Justice and Advocacy Ministries to partner with Youth Ministries to commission a gospel-centered, Internet-integrated, action-oriented, anti-racism youth ministry curriculum for congregations throughout The Episcopal Church, including those not in the United States, to be provided in English, Spanish and Haitian Creole; and be it further*

*Resolved, That the Standing Commission on Liturgy and Music produce and post online a set of prayers for racial reconciliation and justice, suitable for inclusion in the Prayers of the People; and be it further*

*Resolved, That the 78th General Convention urge the Executive Council to conduct its own internal audit to assess to what extent, if at all, racial disparities and systemic racial injustices exist within the Church (including but not limited to clergy salaries and deployment); and be it further*

*Resolved, That the 78th General Convention request that the Executive Council report back to the 79th General Convention on the results of the internal audit; what concrete steps it and the wider Church took to address systemic racial injustice in the wider culture; and how effective those steps were.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Salt Lake City, 2015* (New York: General Convention, 2015), pp. 438-439.



**Resolution Number:** 1994-A045  
**Title:** Recruit and Retain People of Color in the Ordained Ministry  
**Legislative Action Taken:** Concurred As Amended  
**Final Text:**

*Resolved, That the 71st General Convention move one more step towards eliminating institutional racism from the Episcopal Church by strengthening the recruitment, retention, and education of people of color for the ordained ministry of the Episcopal Church:*

**Recruitment:** strongly urge dioceses, clergy and congregations to actively recruit people of color for the ordained ministry and thereafter to work for their employment throughout the church.

**Retention and education:** encourage seminaries to establish as a top priority the retention of students of color and to develop a curriculum that will enable *all* students to become effective anti-racist change agents within the Episcopal Church.

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), pp. 185-86.