

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

**RESOLUTION NO.:** 2018-D023  
**TITLE:** Amend Canons III.6.5(g)(4), III.8.5(h)(4), and III.10.1.(c)(4) and Establish Task Force  
**PROPOSER:** The Rev. Kate Spelman  
**TOPIC:** Canons

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**Directly Related:** (Attached)

2009-D032 Commit to Non-Discrimination in Lay Employment  
2009-D062 Continue Developing Policies and Procedures for Sexual Misconduct Prevention  
2003-A029 Commit to Open Dialogue on Issues Facing the Church and Society  
1997-A051 Remind Convention Bodies to Be Attentive to Inclusion and Discrimination  
1991-A085 Instruct Interim Bodies to Examine Effects of Forms of Discrimination  
1991-A228 Provide Commissions on Ministry With Training in Cultural Differences

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

2006-D045 Amend Canon III.1.2 [Of the Ministry of All Baptized Persons]  
2006-A082 Amend Canons in Title III [Ministry]  
2003-A023 Establish a Task Force for the Prevention of Sexual Misconduct  
1976-D029 Promote Programs Concerning Discrimination Against Women in the Church

*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.*

# D023 Amend Canons III.6.5(g)(4), III.8.5(h)(4), and III.10.1.(c)(4) and Establish Task Force

<b>Proposer</b>	The Rev. Kate Spelman
<b>Endorsed by</b>	Ranadive Pooley, The Rev. Nina; Logue, The Rev. Canon Frank
<b>Sponsored by</b>	
<b>Page numbers</b>	Blue Book: p. N/A; Constitution & Canons: p. 74, 83, 101
<b>HiA / Leg. Cttee</b>	HD / 14 - Christian Formation and Discipleship
<b>Current Status</b>	Resolution Filed
<b>Version</b>	Original (as filed)
<b>Review Status</b>	Not yet reviewed

## RESOLUTION TEXT

- 1 *Resolved*, the House of \_\_\_\_\_ concurring, That the 79th General Convention establish an Anti-Sexism Task Force to research and develop a training program for the purpose of addressing the systemic sexism within the church and the larger society with the goals of raising awareness of bias, eliminating sexist hiring practices within the church, and identifying intersectionalities of discrimination across multiple cultural identities; ; and, be it further
- 2 *Resolved*, That the Task Force be appointed consisting of 3 bishops, 3 priests, 2 deacons, and 5 lay persons, with the Presiding Bishop appointing the bishop members, and the President of the House of Deputies appointing the priests, deacons, and lay members. At least one half will be women with at least one woman appointed for each of the orders; and, be it further
- 3 *Resolved*, That the Task Force complete development of the training program by December 31, 2019; and be it further
- 4 *Resolved*, That the Task Force shall submit the training program to Executive Council for its approval by December 31, 2019; and be it further
- 5 *Resolved*, That the training, once developed and approved for use, be required for all bishops, priests and deacons, and all lay persons elected to leadership in The Episcopal Church including, but not limited to, Executive Council, diocesan Standing Committees, diocesan Councils, diocesan Boards of Trustee, and similar bodies by whatever name, diocesan search committees for the election of bishops and be encouraged for use by all congregational search committees; and be it further
- 6 *Resolved*, That the General Convention request that the Joint Standing Committee on Program, Budget and Finance consider a budget allocation of \$60,000 for the implementation of this resolution; and, be it further
- 7 *Resolved*, That Canon III.6.5(g) be amended to read as follows:
- 8 (g) Preparation for ordination shall include training regarding

9 (1) prevention of sexual misconduct.

10 (2) civil requirements for reporting and pastoral opportunities for responding to evidence of  
abuse.

11 (3) the Constitution and Canons of the Episcopal Church, particularly Title IV thereof.

12 (4) the Church's teaching on racism *and sexism*.

13 And be it further,

14 *Resolved*, That Canon III.8.5(h), be amended to read as follows:

15 (h) Preparation for ordination shall include training regarding

16 (1) prevention of sexual misconduct.

17 (2) civil requirements for reporting and pastoral opportunities for responding to evidence of  
abuse.

18 (3) the Constitution and Canons of the Episcopal Church, particularly Title IV thereof.

19 (4) the Church's teaching on racism *and sexism*.

20 And be it further,

21 *Resolved*, That Canon III.10.1.(c) be amended to read as follows:

22 (c) evidence of training regarding

23 (1) prevention of sexual misconduct.

24 (2) civil requirements for reporting and pastoral opportunities for responding to evidence of  
abuse.

25 (3) the Constitution and Canons of the Episcopal Church, particularly Title IV thereof.

26 (4) the Church's teaching on racism *and sexism*.

27 And be it further,

28 *Resolved*, That Canon III.12.1 be amended to read as follows:

29 Sec. 1. Formation

30 Following election and continuing for three years following ordination, new Bishops shall pursue  
the process of formation authorized by the House of Bishops. This process of formation shall

provide a mentor for each newly ordained Bishop. *The process of formation shall include training regarding*

- 31                   (1) *prevention of sexual misconduct.*
- 32                   (2) *civil requirements for reporting and pastoral opportunities for responding to evidence of abuse.*
- 33                   (3) *the Constitution and Canons of the Episcopal Church, particularly Title IV thereof.*
- 34                   (4) *the Church's teaching on racism and sexism.*
- 35 And be it further,
- 36 *Resolved*, That this Task Force shall report to Executive Council yearly, and to the 80th General Convention on the status of the training implementation with recommendations for continued development and improvement.

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**EXPLANATION**

The equitable treatment of any human being is central to God's commandment to love our neighbor. Yet, it is clear from data on clergy compensation, and anecdotal reports by women in the church, both clergy and lay, that sexism is still a sin for which the church must repent. It is easy to suggest that because there are women clergy, with several as bishops, and one having served as Presiding Bishop, that we, the church, are somehow in a Post-Sexism era. As we know from similar arguments with regard to race upon the election of the first African-American President of the United States and Presiding Bishop, that is simply not the case.

The data from Church Pension Group (CPG) makes it clear that women clergy still face enormous challenges with regard to hiring and compensation.<sup>1</sup> The church should be at the forefront of equal opportunity for all, but it is far from that mark. There are still some places in The Episcopal Church where women clergy stand no chance of employment, and have faced difficulties in the ordination process. Adding to the inequity is that the gap in compensation follows women clergy through to their retirement, as that is compensation based.

Further, women clergy have reported sexual harassment, and inequality in the workplace, by peers, episcopal leadership, and those they serve – the laity. These reports mirror that of the society in which we live, and include inappropriate touching, diminishing comments, and outright assault. Clergy women have turned to private Facebook groups to ensure that their voices and experience may be heard in a safe and supportive community. That community should be the larger church, but sadly it is not.

The Church should always be at the forefront of justice, and the status and treatment of women and girls must be a part of that gospel mission. This required training is a start in that direction – exposing the sexism that has infected our hearts and minds that we might change ourselves, and our church. Just as the anti-racism trainings have opened the eyes of so many across the church, changing

our culture of bias, it is hoped that the anti-sexism training will do the same. We also know this is only a step toward justice, it is not full justice itself. More needs to be done. Yet we can never hope to be freed from the tyranny of sexism and misogyny, or be an example of God's all inclusive love, if we don't work toward changing our culture, and so we must begin with training our eyes, minds, and hearts to recognize our biases and that of the church.



**Resolution Number:** 2009-D032  
**Title:** Commit to Non-Discrimination in Lay Employment  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

*Resolved, That the 76th General Convention commit The Episcopal Church not to discriminate in employment of lay employees based on race, color, sex, national origin, age, familial status, disability, sexual orientation, gender identity or gender expression.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Anaheim, 2009* (New York: General Convention, 2009), p. 712.



**Resolution Number:** 2009-D062  
**Title:** Continue Developing Policies and Procedures for Sexual Misconduct Prevention  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

*Resolved, That the 76th General Convention direct the Center for Evangelism and Congregational Life to continue the work of developing clear and firm policies and procedures for the well-being of all, and commit this church to being and becoming a place where children, youth and adults are safe, especially from abuse, neglect and exploitation, particularly in dioceses that have been unable to implement the call to provide sexual misconduct prevention training; 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 \$20,000 for the implementation of the resolution during the 2010-2012 triennium; and be it further*

*Resolved, That the 76th General Convention request the Center for Evangelism and Congregational Life report to the Standing Commission on Lifelong Christian Formation and Education before the 77th General Convention on the status of diocesan training and implementation.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Anaheim, 2009* (New York: General Convention, 2009), pp. 286-287.



**Resolution Number:** 2003-A029  
**Title:** Commit to Open Dialogue on Issues Facing the Church and Society  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

*Resolved, That the 74th General Convention of The Episcopal Church commit itself to foster moral deliberation on social questions, seeking to be a community where open, passionate, and respectful deliberation of challenging, contemporary issues is expected and encouraged; engage those of diverse classes, genders, ages, races, disabilities, engaging cultures, sexual orientation, and perspectives so that our limited horizons might be expanded and our witness in the world enhanced; address the issues faced by the people of God, in order to equip them for their discipleship and citizenship in the world; and be it further*

*Resolved, That in addition to the curricula identified and developed in accordance with Resolution A009 of the 73rd General Convention which provide guided conversation around sexual orientation, in particular "Room for Grace Dialogue", the 74th General Convention direct the Peace and Justice Ministries Office and Ethnic and Women's Ministries and, where appropriate, the Committee on Anti-Racism of the Executive Council and other groups to collaborate in further developing models and trainers, lay and ordained, to guide conversations on difficult issues facing our church and societies today and to promulgate their use; 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 \$28,000 for implementation of this resolution, including \$6,000 for planning the process and printing materials, \$20,000 to bring trainers from dioceses and provinces together to learn the process and \$2,000 to sustain the process.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Minneapolis, 2003* (New York: General Convention, 2004), p. 630f.





**Resolution Number:** 1997-A051  
**Title:** Remind Convention Bodies to Be Attentive to Inclusion and Discrimination  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

*Resolved, In the absence of anti-sexism training during the last triennium, that the Presiding Bishop and the President of the House of Deputies remind the chairs of all boards, agencies, committees, commissions and interim bodies that the 1991 General Convention asked them to be "attentive to issues of inclusion affecting their members and the content of their deliberations, to devote meeting time at the beginning of each triennium to an exploration of how racism, sexism and other forms of discrimination may limit their work."*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Philadelphia, 1997* (New York: General Convention, 1998), p. 130.



**Resolution Number:** 1991-A085  
**Title:** Instruct Interim Bodies to Examine Effects of Forms of Discrimination  
**Legislative Action Taken:** Concurred As Amended  
**Final Text:**

*Resolved, That the Presiding Bishop and the President of the House of Deputies instruct the chairs of all boards, agencies, committees, commissions and other interim bodies of the General Convention of the Episcopal Church to be attentive to issues of inclusion affecting their members and the content of their deliberations, to devote meeting time at the beginning of each triennium to an exploration of how racism, sexism and other forms of discrimination based on "difference" may limit their work, and to report results to the Executive Council.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Phoenix, 1991* (New York: General Convention, 1992), p. 301.



**Resolution Number:** 1991-A228  
**Title:** Provide Commissions on Ministry With Training in Cultural Differences  
**Legislative Action Taken:** Concurred  
**Final Text:**

*Resolved, That dioceses be urged to provide their Commissions on Ministry with continuing training in awareness of the important cultural differences among ethnic communities in the Church from whom prospective postulants may come, with the objective of removing stereotypical biases from the screening process; and further, that similar training and consulting resources be provided to Commissions on Ministry concerning ways to avoid perpetuating sexist stereotyping.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Phoenix, 1991* (New York: General Convention, 1992), p. 784.