

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

RESOLUTION NO.: 2018-D069
TITLE: Gather Annual Deployment and Compensation Data for LGBT and Gender
Nonbinary Clergy
PROPOSER: The Rev. Vanessa Stickler Glass
TOPIC: Clergy Deployment

Directly Related: (Attached)

2009-D090 Encourage Inclusive Self-Identification on All Church Data Forms
1979-B093 Implement an Affirmative Action Program for Church Employment

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

2012-A144 Monitor Underrepresented Groups in Episcopal Elections
2009-C048 Support Employment Non-discrimination Laws

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.

D069 Gather Annual Deployment and Compensation Data for LGBT and Gender Nonbinary Clergy

Proposer	The Rev. Vanessa Stickler Glass
Endorsed by	Lawton, Ms. Sarah; Eccles, The Very Rev. M.E.
Sponsored by	
Page numbers	Blue Book: p. N/A; Constitution & Canons: p. N/A
HiA / Leg. Cttee	/
Current Status	Pre-Filed Resolution
Version	Original (as filed)
Review Status	Not yet reviewed

RESOLUTION TEXT

- 1 *Resolved*, the House of _____ concurring, That the 79th General Convention of the Episcopal Church direct the Office for Transition Ministry, in consultation with the Church Pension Fund, dioceses, and other appropriate agencies to gather data annually about: 1) the numbers of clergy who identify as lesbian, gay, bisexual, and/or transgender or gender nonbinary; 2) the deployment of such self-identified clergy, including whether their positions are part time, full time, or non-stipendiary; 3) their compensation, and 4) to broadly disseminate the report by electronic and other means on an annual basis.

EXPLANATION

The Episcopal Church has statistics on the employment and compensation of clergy broken down according to gender, published in a report by the Church Pension Group each year. This valuable information assists the wider church in understanding the gaps that persist in clergy deployment and compensation on the basis of gender. Another resolution (D005) submitted to this Convention has called for the gathering of statistics on the basis of race and ethnicity. This resolutions supports that call to gather additional demographic information and adds a call for statistics on the basis of sexual orientation and gender identity. The specification of gender identity, separate from already existing information about gender, can allow for clergy who self-identify as transgender and/or as gender nonbinary, to make their numerical presence more clearly known and allow the wider church to understand what opportunities trans and nonbinary clergy have had to serve in the Episcopal Church thus far. Likewise, gathering statistical information on the basis of sexual orientation would allow the wider church to gain a greater clarity about the deployment and compensation patterns of clergy who self-identify as gay, lesbian, or bisexual. All of this information will help us as a Church to come to fuller terms with and to respond to the gaps that exist in deployment and compensation at the intersection of various forms of difference and axes of oppression. As the report from the House of Deputies Committee on the State of the Church declared (regarding the need to overhaul the Parochial Report), “we value what we measure” (p. 557).



Resolution Number: 2009-D090
Title: Encourage Inclusive Self-Identification on All Church Data Forms
Legislative Action Taken: Concurred as Amended
Final Text:

Resolved, That the 76th General Convention of The Episcopal Church recommends and encourages all bodies of The Episcopal Church to utilize all available resources to revise and adapt forms to be fully inclusive of all people: by including lines not only for one's legal name, but also for one's preferred name as well as one's gender identity and pronoun preference.

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



Resolution Number: 1979-B093
Title: Implement an Affirmative Action Program for Church Employment
Legislative Action Taken: Concurred As Amended
Final Text:

Resolved, That the 66th General Convention of the Episcopal Church direct the Executive Council to design and implement an affirmative action program for nondiscriminatory employment within the Episcopal Church affecting both Clerical and Lay persons, such design to be completed and implementation begun by January 1, 1981; and that the Executive Council be directed to present this design and report on its achievements at the General Convention, 1982.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Denver, 1979* (New York: General Convention, 1980), p. C-119.