

GENERAL CONVENTION OF THE EPISCOPAL CHURCH 2018
ARCHIVES' RESEARCH REPORT

RESOLUTION NO.: 2018-D073
TITLE: Amend Canon III.7.4 and Canon III.9.3
PROPOSER: Canon Brendan O'Sullivan-Hale
TOPIC: Canons

Directly Related: (Attached)

1991-A090 Reduce Discrimination in Clergy Deployment

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

1976-C066 Consider Ways of Fostering Fair Employment Practices for Women in Ministry

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.

D073 Amend Cannon III.7.4 and Canon III.9.3

Proposer	Canon Brendan O'Sullivan-Hale
Endorsed by	Easton, The Rev. Canon Elizabeth ; Logue, The Rev. Canon Frank
Sponsored by	
Page numbers	Blue Book: p. N/A; Constitution & Canons: p. 76-77, 87-88
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 Canon III.7.4 in the Life and Work of a Deacon be amended by adding a new Section (h):
 - 2 *Sec. (h) All half time or greater permanent stipendiary positions that are recognized by the Church Pension Fund must be publicly posted, including but not limited to the posting of said positions through the Office of Transition Ministries (OTM) portal for a minimum of two weeks, except as otherwise specified by Canons.*
- 3 And be it further
- 4 *Resolved*, That Canon III.9.3 in the Life and Work of a Priest be amended by adding a new Section (a) and renumbering all subsequent sections:
 - 5 *Sec. a. All half time or greater permanent stipendiary positions that are recognized by the Church Pension Fund must be publicly posted, including but not limited to the posting of said positions through the Office of Transition Ministries (OTM) portal for a minimum of two weeks, except as otherwise specified by Canons.*
- 6 And be it further
- 7 *Resolved*, That the Standing Commission on Structure, Governance, Constitution and Canons consider the question of public posting of stipendiary positions for lay people and report to the 80th General Conventions recommendations that would provide equitable access to the application process for qualified applicants for stipendiary positions in congregations and dioceses of The Episcopal Church, and in institutions affiliated with The Episcopal Church.

EXPLANATION

There is much discussion of transparency around salaries and striving towards greater equality. The issue that must be addressed before interviews and compensation are discussed is access to positions. A recent CPG study tells us that women are less likely to be rectors than men: 93% of male clergy have held a Rector or Vicar position, as opposed to 65% of female clergy. There are many reasons for this and some are addressed in other resolutions. However, a major factor is that a good number of positions are simply never listed or posted. Currently, many positions in the church are filled by

direct-appointment and closed searches. This is particularly true for significant diocesan leadership positions and in larger churches. Women, people of color, and those outside of established networks often have no access to or knowledge of these positions and are not even considered.

We have the opportunity to follow other denominations who already mandate and utilize a central database for clergy positions. Because the platform, the OTM portal, already exists and is maintained nationally, there is not a budgetary allocation needed.

This resolution would also benefit transition officers who currently must post in many different places, each of which calls for different information and formats. While other resources and settings could be used, this resolution would make clear at least one consistent location for information and openings.

This resolution is written to allow individual discretion in interim and part time settings.



Resolution Number: 1991-A090
Title: Reduce Discrimination in Clergy Deployment
Legislative Action Taken: Concurred As Substituted
Final Text:

Resolved, That the Council for the Development of Ministry facilitate the development of educational materials and training programs, in consultation with the ethnic desks of the Presiding Bishop's staff and other appropriate groups, for diocesan deployment officers, commissions on ministry, search committees and congregations, to help eliminate discrimination in deployment throughout the church against clergywomen, clergy of color, ethnic clergy, and clergy with disabilities.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Phoenix, 1991* (New York: General Convention, 1992), p. 278.