

Diocese of Olympia
2011 Resolutions with Action

Resolution #1 – 2013 Diocesan Assessment Rate

Submitted by the Diocesan Council.

Resolved, That this 101st Convention of the Diocese of Olympia approve the recommendation of the Diocesan Council that the 2013 diocesan assessment rate factor be set at 17.0% of the Net Disposable Income (NDI).

Motion CARRIED; Resolution #1 ADOPTED.

Resolution #2 – Cost of Living Adjustment (COLA) for 2011

Submitted by the Personnel Commission of the Diocese of Olympia.

Resolved, That this 101st Convention of the Diocese of Olympia set the Cost of Living Adjustment for 2012 parochial clergy salary scale at 3.5%.

Motion CARRIED on a hand count 334 to 122; Resolution #2 ADOPTED.

Clergy scale adjusted for the approved COLA increase.

Commission on Personnel—2012 Parochial Clergy Salary Scale

<u>GRADE</u>	<u>MINIMUM</u>	<u>MID-POINT</u>	<u>MAXIMUM</u>
A	\$78,465	\$98,083	\$117,698
B	71,333	89,165	106,999
C	64,836	81,046	97,255
D	58,952	73,689	88,426
E	53,658	67,072	80,487

Applicable Policies:

Mandatory Policies (applies to rectors and vicars)

1. If church-owned housing is provided, the range is reduced by 20% plus the amount of any utilities provided, either in form of actual utility costs paid or in allowances provided.
2. Clergy must be paid at least the minimum of the applicable range.
3. Clergy with five (5) or more years of ordained service must be paid at least 90% of the mid-point of their congregation's applicable grade. *Note: A clergy person with less than five (5) years should be given pay raises greater than the cost-of-living adjustment so the salary would reach the 90% of mid-point by the fifth year.*
4. Clergy with ten (10) or more years of ordained service must be paid at least 100% of the mid-point of their congregation's applicable grade. *Note: A clergy person approaching (10) years in the same grade or congregation should be given pay raises greater than the cost-of-living adjustment so the salary would reach the 100% of mid-point by the tenth year.*
5. Exceptions to these policies require approval of the Bishop.
6. All financial agreements with clergy must be rewritten or amended in their Letter of Mutual Ministry Agreement (LOMMA) to reflect changes in compensation or provisions and a copy forwarded to the Bishop.

Advisory Policies:

1. For assisting clergy, it is recommended that minimum compensation be established at two salary grades below that established for the parish or mission, depending upon qualifications and experience.
 2. If a congregation is moving toward a higher grade, that congregation would be wise to increase toward that new salary grade incrementally.
 3. For interim clergy of a parish or mission, it is recommended that compensation shall be at the grade level of the parish or mission, prorated for the percentage of time committed.
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Resolution #3 – Supply Clergy Compensation

Submitted by the Personnel Commission of the Diocese of Olympia.

Resolved, That the 101st Convention of the Diocese of Olympia set the minimum rate of compensation for supply clergy at

Sunday Liturgy with Sermon*	Weekday/<u>Eve</u> Liturgy	Educational/Pastoral Duties
One liturgy: \$210	\$85	\$25/hr (preparation and performance)
Two liturgies: \$260		
<u>Additional consecutive liturgies: \$50 each</u>		

* Sunday liturgy includes liturgies falling on other days that require significant preparation and duties, such as Christmas, Holy Week liturgies, parish feast days, significant Saturday or Sunday evening liturgies. Congregations and supply clergy should clarify for such liturgies when making an agreement for service.

- Standard IRS business mileage rates and direct transportation costs, such as ferries, etc. shall be reimbursed.
- Reimbursement for lodging and meals must be negotiated in advance.
- Negotiation of rates below this minimum under special circumstances requires approval of the Bishop.
- These are minimum standards. Supply clergy and congregations may negotiate a higher compensation rate. Nothing herein precludes supply clergy from donating their services.

And be it further Resolved, that these rates be tied to the annual COLA and be changed annually by rounding up in \$10 increments.

Motion CARRIED with friendly amendment as noted above; Resolution #3 ADOPTED.

Resolution #4 – Suspend and Reconsider Mandates Imposed by GC Resolution A177

Submitted by the Personnel Commission of the Diocese of Olympia. Approved by the Diocese of Olympia Commission on Personnel on July 21, 2011. The Clergy Association of the Diocese of Olympia (CADO) Board, at its July 28, 2011 meeting, moved to endorse this resolution and urged its passing.

Resolved, that the 101st Convention of the Diocese of Olympia calls upon the 77th General Convention to suspend the January 1, 2013 deadline for the implementation of Resolution A177;

And be it further Resolved, that future modifications in the Denominational Health Plan lead toward the equitable provision of health insurance to lay employees and clergy while giving dioceses the ability to develop practices that are just and feasible in their respective contexts.

Following considerable discussion the Previous Question was moved, seconded and passed. The Motion CARRIED; Resolution #4 ADOPTED.

Resolution #5 – Diocesan Council Restructure

Submitted by the Diocesan Council.

Resolved, that the 101st Convention of the Diocese of Olympia amend Canon 6 and Canon 19 of the Canons of the Diocese of Olympia to reflect changes in membership and the election process of the Diocesan Council as follows:

Canon 6: The Diocesan Council

Section 1

The Bishop and Council of the Diocese, as hereinafter constituted, shall be known as the “Diocesan Council” and shall exercise powers of Convention between the meetings thereof.

Section 2

The Diocesan Council shall consist of the Bishop, Bishop Coadjutor, Suffragan Bishops, if any, ~~ten (10)~~ and two members (one clergy and one layperson) ~~one~~ representing elected from each of the ~~ten~~ Regional Ministries, ~~one~~ clergy and ~~or one~~ laypersons, ~~three (3) members, clergy or laypersons, elected by the Diocesan Convention, and up to six (6) members, clergy or laypersons, appointed by diocesan Program Commissions.~~ All members shall be elected at the annual convention according to a regional rotation. All lay members shall be adult Communicants in Good Standing; all clergy members shall be canonically resident in the Diocese of Olympia. The convention Nominations Committee shall be charged with selecting nominees according to Article XIV, section 2.

Section 3

The Bishop shall be the President of Council, provided that the Bishop may delegate the presiding function at any meeting to another member of Council.

Section 4

In 2012, representatives shall be elected as follows: Mt. Baker Regional Ministry, one clergy representative for a one-year term and one lay representative for a two-year term; Sno Isle Regional Ministry, one clergy representative for a two-year term and one lay representative for a three-year term; Be Attitudes Regional Ministry, one clergy representative for a three-year term and one lay representative for a one-year term; Holy C Regional Ministry, one clergy representative for a one-year term and one lay representative for a two-year term; Eastside Episcopal Churches Regional Ministry, one clergy representative for a two-year term and one lay representative for a three-year term; Evergreen Regional Ministry, one clergy representative for a one-year term and one lay representative for a three-year term; Rainier Regional Ministry, one clergy representative for a two-year term and one lay representative for a one-year term; Peninsula Regional Ministry, one clergy representative for a three-year term and one lay representative for a two-year term; Willapa Regional Ministry, one clergy representative for a three-year term and one lay representative for a one-year term; Columbia Regional Ministry, one clergy representative for a one-year term and one lay representative for a two-year term. Beginning in 2013, or as terms expire, regional representatives shall be elected according to the continuing rotation schedule to serve as members of the Diocesan Council for three-year terms.

No member who has served on Council for two consecutive full terms shall be eligible for re-election until the expiration of one year. The Council shall have power to fill any vacancies in its membership and shall fill any such vacancies for any position if the unexpired term is more than eleven (11) months. Absent resignation, removal from office, or death, a member’s term shall continue through the close of the Annual Convention session. Council members who were elected to office will remain in such office until the expiration of their terms or earlier resignation.

Canon 19: Regional Ministries

Section 1

The Diocese shall be organized into ten Regional Ministries for the purpose of promoting communication among the congregations and specialized ministries resident within each Regional Ministry area and within the Diocese-at-large, ~~election of such representation to the Diocesan Council as the Canons of the Diocese may direct,~~ and development of program and ministry by congregations and specialized ministries within each Regional Ministry and the Diocese-at-large. The member congregations in each Regional Ministry shall be determined by Diocesan Council.

A friendly amendment added the final sentence to Canon 6, section 4. A proposed amendment to add a clause in Section 2 stating that convention members from each regional ministry vote for candidates only from that regional ministry failed. A proposed amendment to add “preferably” before “one clergy and one lay person” in section 2, to specify ages for Council members, and to encourage use of new technologies for meetings failed. Following amendments, discussion and a failed motion to refer back to Council, the Previous Question was moved, seconded and passed. The Motion CARRIED with friendly amendment, in each order voting separately; Resolution #5 ADOPTED.

Resolution #6 – Establish the First Sunday in Lent as Episcopal Relief & Development Sunday

Submitted by Chuck Hamilton, Episcopal Relief & Development Coordinator, Diocese of Olympia.

Resolved, that the 101st Convention of the Diocese of Olympia encourage congregations to celebrate Episcopal Relief & Development Sunday on the first Sunday of Lent, or another convenient Sunday during the Lenten season;

And be it further Resolved, that the 101st Convention of the Diocese of Olympia encourage congregations and individuals to remember and support the life-saving work of Episcopal Relief & Development during Lent through prayer and a special offering that will help heal a hurting world.

Motion CARRIED; Resolution #6 ADOPTED.

Resolution #7 – Thank You for Justice for Working People

Submitted by the Economic Justice Committee of Church in the World.

Resolved, that this 101st Convention of the Diocese of Olympia thank General Convention and the Executive Council of the Episcopal Church for recognizing the role of the labor movement in securing a place for workers at the table, and providing them with an opportunity for their voices to be heard, in improving wages, benefits and working conditions, and in affirming the dignity of work and providing avenues of seeking justice at the workplace.

And be it further Resolved, that the Diocese of Olympia thanks General Convention for opposing legislative attempts to eliminate or reduce the collective bargaining rights of public and private sector employees as running contrary to our gospel understanding of community;

And be it further Resolved, that the Diocese of Olympia commends the work of Interfaith Worker Justice in helping faith communities to establish ethical standards of worker justice in their employment, purchasing and contracting practices, and recommends the resources provided by IWJ as useful guides for faith communities;

And be it further Resolved, that the Diocese of Olympia is to be applauded for making its purchasing and contracting decisions and considering the existence of union rights as a favorable factor;

And be it further Resolved, that the Diocese of Olympia shall forward this resolution to the 77th General Convention of the Episcopal Church, and urge that the resolves contained herein shall be adopted by said Convention as the policy of the Episcopal Church;

And be it further Resolved, that the Diocese of Olympia and the Office of Government Relations communicate this Resolution to the elected officials of the State of Washington, to the Congress and to the President, and that church members are urged to advocate in support of the principles contained herein.

Following discussion the Previous Question was moved, seconded and passed. The Motion CARRIED on a hand count 251 to 162; Resolution #7 ADOPTED.

Courtesy Resolutions

BE IT RESOLVED, that the 101st Annual Convention of the Diocese of Olympia express its thanks to all persons – lay and clergy – who have given freely of their time and talents to provide leadership for this Diocese over the past year, especially those who are completing their terms on Diocesan Council, and various boards, commissions, committees and task forces.

BE IT RESOLVED, that the 101st Annual Convention of the Diocese of Olympia remember in their prayers all those in countries around the world where war, or the threat of war, is a daily reality, and for all in military service who risk life and personal safety on our behalf to bring about peace, especially the military chaplains in their rounds, duties and deployment.

BE IT RESOLVED, that the 101st Annual Convention of the Diocese of Olympia give thanksgiving for the leadership and ministry of our Presiding Bishop, the Most Reverend Katharine Jefferts Schori and that of her husband, Richard.

BE IT RESOLVED, that the 101st Annual Convention of the Diocese of Olympia sends its greetings to the Archbishop of Canterbury Rowan Williams with our thanks and our prayers.

BE IT RESOLVED, that the 101st Annual Convention of the Diocese of Olympia sends its love and best wishes to our Bishops Retired, Bavi Edna “Nedi” Rivera, and her husband, the Rev. Robert “Bob” Moore; Sanford “Sandy” Hampton, and his wife, Mari; Vincent Warner, and his wife Shen; and William Choi, and his wife Catherine; Cabbell “Cabby” Tennis, and his wife, Hyde; Craig Anderson and his wife, Lizbeth, and to Terry Cochrane, widow of the Rt. Rev. Robert Cochrane, 6th Bishop of Olympia.

BE IT RESOLVED, that the 101st Annual Convention of the Diocese of Olympia sends its greetings to the Rt. Rev. Michael Sande, Bishop of Butere, Kenya and to all the clergy and people of the Diocese of Butere.

BE IT RESOLVED, that the 101st Annual Convention of the Diocese of Olympia sends its greetings to the Rt. Rev. Martin Barahona, Bishop of El Salvador, and to all the clergy and people of the Diocese of El Salvador.

BE IT RESOLVED, that the 101st Annual Convention of the Diocese of Olympia sends its greetings to the Rt. Rev. Suheil Duwani, Bishop of Jerusalem and the Middle East and to all of the clergy and people of the Diocese of Jerusalem and the Middle East.

BE IT RESOLVED, that the 101st Annual Convention of the Diocese of Olympia sends its greetings to the Rt. Rev. Michael Ingham, Bishop of the Diocese of New Westminster and to all of the clergy and people of the Diocese of New Westminster.

BE IT RESOLVED, that the 101st Annual Convention of the Diocese of Olympia express its thanks and appreciation for the leadership of the Rev. Jo Beecher as President of the Standing Committee.

BE IT RESOLVED, that the 101st Annual Convention of the Diocese of Olympia express its thanks to the Secretary of Convention, the Rev. Marda Steedman-Sanborn and to those who assisted her in preparing for this Convention.

BE IT RESOLVED, that the 101st Annual Convention of the Diocese of Olympia express its thanks to those who serve as pages, tellers and work in other capacities behind the scenes, making it possible for this Convention to be together and conduct its business to the Glory of God.

BE IT RESOLVED, that the 101st Annual Convention of the Diocese of Olympia thanks for the able work of our Chancellor Judith Andrews.

BE IT RESOLVED, that the 101st Annual Convention of the Diocese of Olympia thanks all the staff of the Lynnwood Convention Center, for their care for us.

BE IT RESOLVED, that the 101st Annual Convention of the Diocese of Olympia express its thanks and appreciation to the diocesan staff who work faithfully on behalf of the people and congregations of our Diocese and the wider Church each and every day in the spirit of Servant Leadership.

Be It RESOLVED, that the 101st Annual Convention of the Diocese of Olympia recognizes and celebrates the 100th Anniversary St. James, Kent, and the 50th Anniversary of St. Matthew, Castle Rock.

BE IT RESOLVED, that the 101st Annual Convention of the Diocese of Olympia express its thanks for the ministry of all who have worked so hard on this Convention's planning: in particular our host congregations Trinity Church, Everett, Leann Torgerson-Harrison, chair, and St. Andrew, Seattle, Sharon Wilson, chair; the Commission for Liturgy and Arts for creating our wonderful liturgies, particularly, Becky Morrill; Chair of Dispatch of Business, Ms. Ann K. McCartney; and especially Ms. Dede Moore, Convention Coordinator, for their dedicated and effective work.

Motion CARRIED; Courtesy Resolutions ADOPTED.