

Diocese of Olympia

Report of the Resolutions Committee to the Convention

submitted by the Rev. Jedediah Fox, chair

MEMBERS OF THE RESOLUTIONS COMMITTEE: **The Rev. Rilla Barrett**; **the Rev. Jedediah Fox**, Church of the Redeemer, Kenmore; **Micah Kurtz**, St. Columba's, Kent; **Mary Maxon**, St. Luke's, Vancouver. To reach the Resolutions Committee email: resolutions@ecww.org.

Meeting of Resolutions Committee after Canonical Deadline

The Resolutions Committee met Wednesday, October 11, from 7:00 pm–8:00 pm to consider the six resolutions submitted to us by the canonical deadline. Included in this report are the Committee's recommendations, as well as the full text of each resolution, including any explanation. Responses from relevant committees to any resolutions requiring their input are in the Appendix.

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Recommendations from the Resolutions Committee

Resolution #1: The Committee recommends **DO PASS** on Resolution #1 entitled *2024 Diocesan Assessment Rate*, submitted by the Diocesan Council.

Resolution #2: The Committee offers **NO OPINION** on Resolution #2 entitled *Cost of Living Adjustment (COLA) to Salary Scale for 2023*, submitted by the Personnel Commission of the Diocese of Olympia.

Resolution #3: The Committee recommends **DO PASS** on Resolution #3 entitled *Establishing Minimum Clergy Compensation Regarding Compensation for Deacons*, submitted by the the Venerable Gen Grewell.

Resolution #4: The Committee recommends **DO PASS** on Resolution #4 entitled *Creation Justice Pledge*, submitted by John Kidd and the Rev. Gail Wheatley on behalf of the Bishop's Task Force on Climate Justice.

Resolution #5: The Committee recommends **DO PASS** on Resolution #5 entitled *Considering Adoption of a Season of Creation*, submitted by John Kidd and the Rev. Gail Wheatley on behalf of the Bishop's Task Force on Climate Justice.

Resolution #6: The Committee recommends **REFER TO COMMITTEE** on Resolution #6 entitled *Increasing the financial support and commitment for BIPOC (Black, Indigenous, People of Color) Ministry Fund ("BMF)* submitted by the Rev. Eliacin Rosario Cruz on behalf of Circles of Color.

The Committee Recommends referral specifically to the Diocesan Council.

Explanation: The Committee supports the idea that this resolution drives at, continued movement toward equitable support for BIPOC leaders in the Diocese and the urgency of this work. The Committee is also mindful of some points brought up by the Budget & Finance Committee in their response, which can be found in the Appendix to this report, such as the complex funding web created by several actions of previous Diocesan Conventions.

The Committee believe ultimately that the way to achieve the absolutely necessary work that this Resolution seeks to further is best done in the Diocesan Council, who is gifted with the benefit of time to which the Convention is not privy. The Council can educate itself on the current structures and move this goal of this resolution forward on the timetable laid out by the resolution in a more effective way.

Resolution #1 – 2024 Diocesan Assessment Rate

Submitted by the Diocesan Council

- 1 **Resolved**, that this 112th Convention of the Diocese of Olympia approve the recommendation
- 2 of the Diocesan Council that the 2024 diocesan assessment rate factor be set at 14.5% of the
- 3 Net Disposable Income (NDI).

Explanation:

In accordance with Canon 7, Diocesan Convention determines the assessment rate for the second year of assessment following determination; thus, the 2022 Convention sets the 2024 assessment rate. Over the last 18 years, the rate has been steadily reduced to its current rate of 14.5%. From 2004-2006, the rate was 20%. From 2007-2011, the rate was reduced to 18%. In 2012, the rate was 17.5%. From 2013-2015, the rate was 17%. In 2016, the rate was 16%. In 2017 and 2018, the assessment rate was 15%. Since 2019, the rate has been steady at 14.5%.

This recommendation is based on the following factors. Congregations throughout the diocese continue to contribute assessments in a timely manner, and with rare exception, congregations pay assessment balances in full. In addition, diocesan staff continue to be good stewards of the resources entrusted to them by carefully managing expenses of programs that support the vision of the diocese.

In 2024, the diocese will be in the second year of its transition and call process for a new bishop.

An assessment rate of 14.5% ensures that the diocese will continue to live into the vision discerned by the diocesan governing bodies several years ago. It also provides a steady source of revenue, so that those tasked with leading the diocese through the episcopal transition can do that important work.

Simply put, it is a crucial way congregations contribute financially to the vision and future of the diocese. Finally, it should be noted that by leaving the assessment rate fixed at 14.5%, any significant changes to how ministry is funded likely will be deferred until a new diocesan bishop is called. That assumes there are no unanticipated material changes in revenues or expenses in 2025. Any future assessment rate reductions will require either increased revenue generation and/ or reduced expenditures on diocesan programs. Obviously, major changes in congregational payment patterns or adverse performance of diocesan investment funds will change the assessment calculations.

Resolution #2 – Cost of Living Adjustment (COLA) to Salary Scale for 2023

Submitted by the Personnel Commission of the Diocese of Olympia

- 1 **Resolved**, That this 112th Convention of the Diocese of Olympia set the Cost of Living
- 2 Adjustment for 2023 parochial clergy salary scale and Office of the Bishop staff salary scale at
- 3 10.1%.

Explanation: As required by Canon 23, sections 2 and 5, the Personnel Commission, in August each year, proposes the Cost of Living Adjustment (COLA) for 2023 for the Parochial Clergy Salary Scale and the salary scale for Office of the Bishop staff. The Personnel Commission uses the year-over-year June to June change to the Bureau of Labor Statistics Consumer Price Index (CPI) for the Seattle-Tacoma-Bellevue area to determine the COLA. For June 2021 to June 2022 the CPI reported an increase in the cost of living of 10.1%. The Consumer Price Index (CPI) measures the average change in prices over time in a fixed market basket of goods and services. The CPI is based on prices of food, clothing, shelter, and fuels, transportation fares, charges for doctors' and dentists' services, drugs, and the other goods and services that people buy for day-to-day living. The Seattle-Tacoma-Bellevue metropolitan area comprises King, Pierce, and Snohomish Counties.

The Personnel Commission recognizes that a 10.1% increase to the parochial clergy salary scale and the Office of the Bishop staff salary scale is a challenging increase, and this proposal was not made lightly or without notable consideration (input was given by the clergy at the 2022 clergy conference on this issue, and while difficult, there was general support for a proposal of the June 2022 CPI rate). While the commission has sensitivity for those experiencing this proposal as a financial hardship, we also are examining our part in economic justice for those employed by the Church. The Church is called to be a leader in justice issues and proposing wages that take into consideration the higher cost of living in this region is working toward economic justice, something that our Diocese of Olympia has worked for over many years.

The scales that this proposal most directly affects are the scales for bringing on new employees. In this current employment landscape, in the midst of the changing landscape of the Church and the world, attracting gifted and competent clergy is key to the continuing health of our diocese. By proposing this scale, it will assist faith communities in our diocese in calling the leaders we need in this time that requires vision and agility.

Additionally, the Personnel Commission recognizes that all of us are feeling the impact of inflation—some more than others. We know that if there are no adjustments to the cost of living for those employed by the Church, then those who are continuing to pay more for groceries, housing, food, and more, they have a net loss in their income, and this is both financially challenging as well as demoralizing. Doing the just thing is not always easy to undertake, but we serve a God who calls us to be just, and with that foundation, our commission proposes this resolution.

For information purposes, the Personnel Commission offers the parochial clergy salary scale (for full-time positions) adjusted for the proposed COLA. Hourly rates for annualized salaries are also provide.

Proposed 2023 Parochial Clergy Salary Scale

Annualized Salaries

GRADE	MINIMUM	MID-POINT	MAXIMUM
E	\$ 75,202	\$ 94,002	\$ 112,803
D	\$ 82,620	\$ 103,275	\$123,930
C	\$ 90,867	\$ 113,584	\$ 136,301
B	\$ 99,972	\$ 124,965	\$ 149,958
A	\$ 109,971	\$ 137,464	\$ 164,957

Hourly rates for Annualized Salaries

GRADE	MINIMUM	MID-POINT	MAXIMUM
E	\$ 36.15	\$ 45.19	\$ 54.23
D	\$ 39.72	\$ 49.65	\$ 59.58
C	\$ 43.69	\$ 54.61	\$ 65.53
B	\$ 48.06	\$ 60.08	\$ 72.10
A	\$ 52.87	\$ 66.09	\$ 79.31

Mandatory Policies (applies to rectors and vicars):

1. If church-owned housing is provided, contact the Canon to the Ordinary for information on calculating the value of housing and utilities (for tax and pension purposes) and adjusting cash compensation.
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. [See advisory note below.]
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. [See advisory note below.]
5. Exceptions to these policies require the approval of the Bishop.
6. All financial agreements with clergy must be rewritten or amended in their Mutual Ministry Agreement to reflect changes in compensation or provisions and a copy forwarded to the Bishop by January 31 of each year.

Advisory Policies:

1. For additional paid clergy (associate, assistant), 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. A clergy person with less than five (5) years of ordained service should receive pay increases greater than the cost-of-living adjustment so the salary reaches the 90% of mid-point by the fifth year.
3. A clergy person approaching (10) years of ordained service should receive pay increases greater than the cost-of-living adjustment so the salary reaches the 100% of mid-point by the tenth year.
4. If a congregation is moving toward a higher grade, that congregation would be wise to increase toward that new salary grade incrementally.
5. Congregations are encouraged to consider clergy experience and performance when deliberating compensation increases in excess of the COLA.
6. For interim clergy of a parish or mission, it is recommended that compensation be at the grade level of the parish or mission, with consideration for any specialized interim training, to be prorated based on the percentage of time committed.
7. Congregations and affiliated ministries are encouraged to consider providing a COLA adjustment to lay staff in parity with clergy.

Resolution 3 - Establishing Minimum Clergy Compensation Regarding Compensation for Deacons

Submitted by: The Venerable Gen Grewell, Archdeacon

Endorsed by: The Rev. Shelly Fayette, Rector, Christ Episcopal Church – Seattle, The Rev. David Marshall, Rector, St. Dunstan’s Episcopal Church – Shoreline; The Rev. Sabeth Fitzgibbons, Priest-in-Charge, Trinity Parish – Seattle; The Rev. Rachel Taber-Hamilton, Rector, Trinity Parish - Everett

- 1 **Resolved**, that this 112th Convention of the Diocese of Olympia affirms that it is the policy of
 2 the Diocese of Olympia that the diocese provide deacon(s) and non-stipendiary priest(s), who
 3 are currently serving in parishes on a regularly scheduled basis for a minimum of five
 4 consecutive months or more; have a current Letter of Agreement on file with the Bishop’s
 5 office and are under the age of 72, with a minimum of \$25 per month as remuneration; and be
 6 it further
- 7 **Resolved**, that the diocese also provide the required contribution of 18% (\$4.50 monthly) to
 8 the Church Pension Fund for the benefit of the deacon(s) and non-stipendiary priest(s).

Explanation

Deacons and non-stipendiary priests in the Episcopal Church in the Diocese of Olympia serve in their parish and diocesan positions as individuals without remuneration. The Church Pension Fund provides resources for clergy and lay employees of churches in the Episcopal Church.

One of the resources is CREDO, a wellness resource, that helps both active and retired clergy pension-plan participants by presenting a holistic approach to wellness for mind, body, spirit, and heart. Participants examine and evaluate their health and wellness from the spiritual, vocational, physical and emotional health and financial points of view.

The Church Pension Fund also provides pension and retirement savings plans, health benefits, and educational services. At recent conferences, representatives of the Church Pension Fund have stated that if deacons and/or non-stipendiary priests were paid a nominal amount on a regular basis, they would be eligible for these benefits. By meeting the above two requirements, the deacon(s) and non-stipendiary priests will meet the current eligibility requirements to participate in the Church Pension Fund. (However, it should be noted that there is a minimum compensation threshold on which assessments must be paid to be eligible for a retiree medical subsidy.)

This proposed resolution requires that the diocese make such a nominal payment of \$25 a month to these individuals, as well as a monthly payment of 18% (\$4.50) to the Church Pension Fund to enable them to participate in the programs and benefits available through the Church Pension Fund.

This resolution was patterned after resolutions passed by the Diocese of Vermont, New York and Massachusetts.

Resolution 4 - Creation Justice Pledge

Submitted by: John Kydd (Chair) and The Rev. Gail Wheatley on behalf of The Bishop's Task Force on Climate Justice.

- 1 **Resolved**, that the 112th Convention of the Diocese of Olympia recommend the study,
- 2 reflection, education in congregations about the Creation Justice Pledge and encourage
- 3 congregants and congregations to study the pledge, adapt it to their local context, and adopt it,
- 4 and be it further
- 5 **Resolved**, that the Diocese of Olympia consider providing a web page for those adopting the
- 6 pledge and which would provide resources for assisting in determining their personal and
- 7 congregational carbon footprint.

Explanation

Pledging is central to faith. It keeps the lights on. Pledging for Creation Justice should be central to every faith. It keeps existence on. Committing to lowering our individual carbon footprints is important but no longer enough because most carbon expression is systemic, and the impacts of climate change inflict far greater harm on poor and marginalized communities. Like COVID, climate change harms the “have nots” far more than the “haves.”

We cannot address climate change without addressing our environmental racism and other forms of systemic discrimination. We cannot continue to pretend to be a colorblind society when we have, for four centuries, systemically deprived our people of life, liberty, and property based upon their color.

Per the COP Paris Accords, every country is urged to pledge to reduce carbon expression and assist countries harmed by carbon expression. The primary reason developed countries and energy companies have not pledged to address their harms is that they are unwilling to face the injustice they have created.

Since pledges by key nations are “empty,” we, as people of faith, can set the moral example by making pledges that are “full.” As our forebears pledged to abolish slavery and later to seek civil rights, we can seek climate justice.

The Episcopal Church has written creation care pledges and covenants such as the Episcopal Creation Care Pledge <https://www.episcopalchurch.org/ministries/creation-care/pledge/> and the Episcopal Covenant to Care of Creation <https://www.episcopalchurch.org/ministries/creation-care/> to build upon. Each reflects a commitment to care for Creation such as by eliminating the use of single-use plastics, learning to use a carbon tracker, planting trees, or purchasing carbon offsets.

We can pledge to understand and undo injustice to Creation by assisting another congregation significantly harmed by climate change. As congregations we can set an example for what countries should do.

The pledge is not fixed. Each congregation can adapt it to their needs. It is also optional. One need not commit to every term. As commitment grows, the pledge can grow. The Pledge allows clergy to assess the interest of their congregants. Members of the Bishop's Task Force on Environmental Climate Justice and others can assist in providing content for the diocesan webpage.

Creation Justice Pledge

1. I agree we have a climate emergency. I pledge to determine my carbon footprint (<https://www.sustainislandhome.org/>) and to reduce it by 50 percent by 2030.
2. I agree to urge my congregation to declare that there is a climate emergency. I pledge to determine the carbon footprint of our buildings and activities and to reduce them by 50 percent by 2030.
3. I pledge to educate myself about climate change so I can educate others about it. As part of my education, I pledge to complete a comprehensive climate change training such as Climate Reality Leadership Training (<https://www.climateproject.org/training>).
4. To understand climate injustice, I pledge to complete the Episcopal Sacred Ground Program (<https://www.episcopalchurch.org/sacred-ground/>) this calendar year.
5. I pledge to learn how to write effective letters and op eds through, for example, <https://thirdact.org/> or some other organization.
6. I pledge to support youth and other climate activists.
7. I pledge to urge my congregation to adopt a curriculum that teaches the need for the care of Creation to our children as a central part of our faith.
8. I pledge to stop using banks that provide major funding for fossil fuel extraction.
9. I pledge to reach out to a congregation significantly harmed by climate change here or abroad and seek ways to address their harm.

Taking Action: Pledging unites us in reflection and action through which we promise to study, understand, and renew our frayed relations with Creation and join with others to speak out on climate issues.

Results: Pledging shows we are serious about our faith and about climate justice. As the situation worsens, more and more people will seek congregations that are facing, not fleeing, reality. As we embrace our deeper faith mission to seek Creation Justice, others may wish to join us.

Resolution 5 - Considering Adoption of a Season of Creation

Submitted by: John Kydd (Chair) & The Rev. Gail Wheatley on behalf of The Bishop's Task Force on Climate Justice

- 1 **Resolved**, that the 112th Convention of the Diocese of Olympia join other Episcopal dioceses in
- 2 considering adoption of a Season of Creation, and be it further
- 3 **Resolved**, that the Diocese of Olympia incorporate this five-week season into its Diocesan
- 4 calendar for promotion and education in our diocese, and be it further
- 5 **Resolved**, that this Convention commend to and encourage all congregations in our diocese to
- 6 study and creatively adapt the Season of Creation to celebrate and better understand Creation
- 7 in their locality

Explanation

Creation Season (September 1-October 4) is celebrated by billions of Christians around the world. It begins on September 1 with the World Day of Prayer for Care of Creation <https://www.creationjustice.org/world-day-of-prayer-for-the-care-of-creation.html> and concludes with the feast day of St. Francis of Assisi on October 4.

The Season of Creation started in 1989 when Patriarch Dimitrios proclaimed September 1st as a day of prayer for creation. September 1st is the first day of the Orthodox church year so this was a celebration of God's Creation. The World Council of Churches extended it to a season from September 1st to October 4th by adding it to their annual calendar.

Pope Francis adopted the Season of Creation in 2015. The Anglican Communion recognizes the Season of Creation and resources provided by Anglican Communion Environmental Network has provided several here: <https://acen.anglicancommunion.org/resources/season-of-creation.aspx>

Climate change now threatens all worship. As nations fall short of commitments needed to address global climate change, faiths can provide critical support by standing for the sacredness of Creation and Justice. Too many see creation as a series of resources instead of a web of sacred relations. Our faith worship can elevate the importance of addressing climate change and our capacity to adapt to it. Our first commandment is to protect and serve the garden of creation (Gen 2:15). Let us do so with beauty and ceremony worthy of God's gift of Creation.

Two Season of Creation resources packed with prayers and song offer many ideas for interested congregations. The first is from both Dioceses of Massachusetts. It can be found at <https://www.diomass.org/creation-care>. Their 2022 theme is "Listen to Creation" <https://seasonofcreation.org/>

The second is from South Africa which promotes the wonderfully mutual concept of "ubuntu"

("I am because you are") extending it to eco ubuntu ("we are because the planet is"). Their Season of Creation Manual can be found at:

<https://www.greenanglicans.org/wp-content/uploads/2022/08/manual-2022-final.pdf>

For example, their five-week season celebrates: 1) Land Justice and Ubuntu, 2) Water Justice, 3) Gender and Climate Justice, 4) Justice for all God's creatures, and 5) St Francis and Ubuntu.

Resolution 6 – Increasing the financial support and commitment for the BIPOC (Black, Indigenous, People of Color) Ministry Fund (“BMF.”)

Submitted by the Rev. Eliacin Rosario Cruz on behalf of the Circles of color

- 1 **Resolved that** that this 112th Convention of the Diocese of Olympia increase the funding
 2 specifically designated for just compensation of BIPOC leaders of primarily ethnic, multicultural,
 3 and multilingual congregations from 2% to 5% of the Diocesan operating budget, effective
 4 2024. And be it further
- 5 **Resolved that**, in the event that primary liturgical, pastoral and administrative leadership of an
 6 ethnic/BIPOC parish, mission, or designated mission station is carried out by a designated Lay
 7 Pastoral Leader, that such leader shall be eligible for funding from the BMF.

Explanation

The diocese has made preliminary steps toward its commitment to diversity, but more is needed in order to support BIPOC communities and their leaders. The BMF Advisory Committee has been meeting regularly since January 2022 and has concluded that the accrued and/or future funds are insufficient to support BIPOC leadership. To illustrate, there are three uncompensated Latino/Hispanic leaders (two ordained, one in discernment), two uncompensated Indigenous leaders (ordained), one uncompensated Chinese leader (lay), two South Sudanese uncompensated leaders (ordained), and two uncompensated Cambodian leaders (one ordained, one in process). These uncompensated clergy and lay leaders are employed full-time outside of the church, in order to provide for themselves and their families, while carrying all the responsibilities of clergy being compensated according to the Diocesan Parochial pay scale. Given that the lowest vicar/rector pay grade for 2022 is \$68,303, it is clear that the 2% fund is not sufficient for the funding needed for these positions.

The purpose of the BIPOC Ministry Fund as passed at the 2020 convention is to support non-stipendiary BIPOC leadership at ethnic congregations. The BMF was created in response to the Gospel call to make disciples from all nations and our baptismal call to respect the dignity of every human being. Beginning in calendar year 2022, BMF was to be annually maintained using 2% of the Diocesan budget. This resolution calls for the amount allocated and available to congregational leadership be increased to 5% of each year’s annual Diocesan operating budget. Funds from the BMF are to be distributed according to need, taking into consideration both the resources of the clergyperson or lay leader and the resources of the worshipping communities involved.

In order for this fund to succeed, the current diocesan bishop, the provisional interim bishop, and our bishop to be elected will need to work with Members of the Bishop’s Society to encourage donations specifically for the BMF and/or to include this fund in their wills. The bishops will also need to support other fund-raising initiatives for this fund. A report on the use of these funds is to be included in budget reporting for subsequent conventions.

Appendix

B&F Response to Proposed Resolution #6 Increasing Support for the BIPOC Ministry Fund to the 2022 Convention

September 2022

The Resolutions Committee received *Proposed Resolution #6: Increasing the financial support and commitment for the BIPOC (Black, Indigenous, People of Color) Ministry Fund* to be considered at the 2022 Diocesan Convention. Because this proposed resolution would impact the diocesan budget in 2024 and beyond, the Resolutions Committee has sought input from the Budget and Finance Committee of Diocesan Council regarding that potential financial impact.

Information about the financial impact of the proposed resolution and some additional commentary follows.

Background and Current Financial Status:

Three funds are designated or restricted for use by donors specifically to support multicultural ministry.

2% BIPOC Ministry Fund. The 2% BIPOC Ministry was established by Convention resolution in 2020 to support non-stipendiary clergy leading ethics congregations. (See Resolution 7, which can be found at the following link: <https://resources.ecww.org/resolutions-actions-2020>). There are two sources of funds for the 2% BIPOC Ministry Fund.

1. Annually, the diocese makes an investment of 2% of the budgeted annual operating revenue into the fund. For 2022, that investment amount totals \$105,000. (FY 2022 total budgeted revenue is \$5,300,995. 1% of that amount is \$53,000.) The annual contribution is budgeted and included as a part of the *Bishop's Directed Programs* line item in the operating budget. Monthly, amounts equal to 1/12th of the annual budgeted operating revenue are transferred into this fund by the Canon for Finance. Monthly transfers began in 2022 in accordance with Resolution 7.
2. Donors also make specific gifts restricted for use by this fund. Gifts have been accumulating since 2020.

Funds in the 2% BIPOC Ministry Fund are spent at the discretion of the BIPOC Ministry Fund Advisory Committee convened by the Canon for Multicultural Ministries.

Bishop Nedi Rivera Fund. The Bishop Rivera fund is a Miscellaneous Trust Fund invested in the Diocesan Investment Fund (DIF). It was established in 2014 and continues to accrue dividends and appreciation in the DIF. An Advisory Committee, supported by the Canon for Multicultural Ministries directs funds to majority Latino congregations to support maintenance and growth of those congregations. Funds are not to be used for capital projects, outreach, or support.

The Richard Younge Curacy Fund. The Richard Younge Curacy Fund receives dividends from the Collins Memorial Scholarship Fund. The Collins Memorial Scholarship Fund was established in 1995. In addition, the Richard Younge Curacy Fund receives donations from individuals and churches.

These are the balances as of August 31, 2022 as reported in the diocesan balance sheet.

- 2% BIPOC Ministry Fund -- \$88,357
- Bishop Nedi Rivera Fund -- \$226,608
- The Richard Younge Curacy Fund -- \$27,839

Financial Impact of Proposed Resolution 6.

Proposed resolution #6 would increase the annual investment in the 2% BIPOC Ministry Fund (BMF) from 2% per year to 5% per year. The increase from 2% to 5% would increase the investment by approximately \$159,000 per year (or approximately \$53,000 for every 1% increase to the Fund). Currently, a 2% investment generates \$105,000 per year for the BMF from the diocesan operating budget. A 5% investment would generate \$265,000 per year for the BMF.

Because the Diocesan Assessment Rate is not set to increase until at least FY 2025, this additional investment in the BMF likely would be funded by reducing other programs funded through the diocesan operating budget.

Additional Considerations.

The Budget and Finance Committee (B&F) encourages the BMF Advisory Committee and the Canon for Multicultural Ministries to seek additional funding from within the current diocesan budget process rather than continuing to request increases using the convention resolution process. Doing so would raise the visibility of these critical justice issues with Diocesan Council and the Bishop Provisional and Bishop Diocesan. Diocesan Council is the body charged with developing and approving the annual operating budget. That budget reflects the vision and strategic initiatives of the diocese. Ensuring fair salaries for clergy of color is a critical strategic issue and aligns with the Diocesan vision. As such, funding that issue should be considered along with all of the other programs of the Diocese. The current approach put into place with the adoption of Resolution 7 in 2020 means that other ministry programs of the diocese are funded separately from the BIPOC fund and often must be reduced in order to fund the BMF rather than coordinated along with other ministries.

In addition, because two additional sources of funds already exist to support multicultural ministry, the B&F urges the BMF Advisory Committee and the Canon for Multicultural Ministries to use those funds to supplement ministry initiatives related to BIPOC clergy salary issues where appropriate. The Canon for Finance is available to consult on the mechanics of how those funds can be accessed.

Finally, if there is still a strong desire to pursue an increase in the investment in the BIPOC Ministry Fund, B&F recommends deferring those discussions and possible future resolutions until a new Bishop Diocesan is called. That will allow the Canon for Multicultural Ministry, the BMF Advisory Committee, Circles of Color, and the new Bishop Diocesan the opportunity to discern, develop, and implement more holistic funding models together.

Members of the 2022 Budget and Finance Committee:

Stu Case, *Diocesan Council*

Sharalyne King, *Diocesan Council*

Heather Irwin, *Diocesan Council*

The Rev. RC Laird, *Diocesan Council*

The Rev. Canon Arienne Davison, *Canon to the Ordinary*

Canon Dede Moore, *Canon for Diocesan Networking and Connections*

The Rt. Rev. Greg Rickel, *Bishop Diocesan*

Canon Charles Thorne, *Canon for Finance*

Jim Beckwith, *Diocesan Treasurer*

The Rev. Cristi Chapman, *Budget and Finance Committee Chair*