



Diocese of Missouri
THE EPISCOPAL CHURCH

RESOLUTIONS as passed by the 172nd Annual Meeting of the Diocese of Missouri
November 18-19, 2011, meeting in St. Louis

A-172 Implementation of Health Plan

Submitted by Diocesan Council

1. BE IT RESOLVED that this 172nd Convention of the Episcopal Diocese of Missouri require Congregations within the Episcopal Diocese of Missouri and the Offices of the Bishop to pay 100% of the cost of individual health insurance coverage (selected from the offerings included in the Denominational Health Plan and administered by the Episcopal Church Medical Trust) for all lay and ordained employees working 1,500 or more hours annually, in accordance with Title I, Canon 8 of the Episcopal Church and to be implemented no later than January 1, 2013;
2. BE IT FURTHER RESOLVED that Lay and ordained employees of the Episcopal Diocese of Missouri and the Offices of the Bishop eligible for required individual health insurance coverage under Section 1 of this resolution may elect not to participate in the Denominational Health Plan if they have access to coverage through other approved sources, e.g. Medicare, Tricare, a former employer, or a spouse's or domestic partner's health insurance plan;
3. BE IT FURTHER RESOLVED that Congregations within the Episcopal Diocese of Missouri and the Offices of the Bishop shall not reduce existing coverage or increase the cost of existing coverage to employees to comply with A177 or this resolution;
4. BE IT FURTHER RESOLVED that benefit design and premium support parity is required within each congregation of the Episcopal Diocese of Missouri and the Offices of the Bishop in the provision of health insurance coverage for lay and ordained employees;
5. BE IT FURTHER RESOLVED each congregation and the Offices of the Bishop may impose a monthly premium surcharge or incentive to lay and ordained employees who elect coverage for a spouse, domestic partner, or dependent who is eligible for comparable employer-sponsored health insurance (other than the Denominational Health Plan) through an alternate source;
6. BE IT FURTHER RESOLVED that Congregations within the Episcopal Diocese of Missouri and the Offices of the Bishop are encouraged, if financially possible, to exceed the minimum standard of health insurance coverage for their lay and ordained employees; and
7. BE IT FURTHER RESOLVED that schools, day care facilities and other congregational and diocesan institutions, regardless of the independence of their incorporation or tax status, are encouraged to adopt the principles articulated in this resolution.

B-172 Companion Diocese

Submitted by the Companion Diocese Committee

1. BE IT RESOLVED that this 172nd Convention of the Episcopal Diocese of Missouri renews the commitment of the Diocese to the ongoing companion relationship with the Diocese of Lui in the Episcopal Church of Sudan for a second five-year period;
2. BE IT FURTHER RESOLVED that this convention encourages the bishops of Lui and Missouri to review the existing companion relationship agreement and make any needed adjustments or revisions in consultation with the Companion Diocese Relationship Committee and other stakeholders in each diocese; and
3. BE IT FURTHER RESOLVED that the Diocese of Missouri will continue to partner with Blackmore Vale Deanery in Salisbury Diocese of the Church of England and the Diocese of Lund in the Lutheran Church of Sweden in their mutual relationship with the people of Lui Diocese through transparency, accountability, and communications, and whenever possible, through joint travels to South Sudan.

C-172 HIV/AIDS Awareness Sunday

Submitted by Metro IV Convocation

1. BE IT RESOLVED by this 172nd Convention of the Episcopal Diocese of Missouri that each congregation be encouraged to annually designate a Sunday for HIV/AIDS Awareness;
2. BE IT FURTHER RESOLVED that each congregation be encouraged to have this HIV/AIDS Awareness Sunday on the Sunday closest to World AIDS Day, observed on December 1 each year; and
3. BE IT FURTHER RESOLVED that congregations may elect to recognize HIV/AIDS Awareness Sunday in one or more of the following ways:
 - By asking a speaker from an agency that serves people infected with HIV/AIDS to address the congregation. Examples of such agencies include, but are not limited to: Doorways, which provides housing; Food Outreach, which provides meals; and St. Louis Effort for AIDS.
 - By thoughtfully and intentionally preaching the good news of Jesus Christ in the shadow of the theological, ethical, and pastoral dilemmas raised by the HIV/AIDS crisis.
 - By providing an educational program to parents/grandparents on how to discuss the risks of transmission of HIV/AIDS with their children.
 - By directly referencing those infected or affected by HIV/AIDS in the liturgy; for example, in the Prayers of the People or with a Litany, such as the one created by the ELCA for World AIDS Day.

D-172 Letters of Agreement

Submitted by the Venerable Mark D. Sluss, Archdeacon

Substitute D-172 submitted by Resolutions Committee

1. BE IT RESOLVED that this 172nd Convention of the Episcopal Diocese of Missouri encourages rectors, vicars, vestries and bishop's committees, as appropriate, to create or review letters of agreement with active, non-stipendiary clergy (presbyters and deacons) and presbyters in part-time cures;

2. BE IT FURTHER RESOLVED that this convention encourages such letters of agreement to include provisions addressing:

- Clear guidelines about time commitment, including time off
- Necessary expenses for engagement with the diocese (e.g. diocesan convention and clergy days),
- Membership expenses (e.g. MOCA, Association of Episcopal Deacons)
- Budget for required continuing education
- Mileage reimbursement

3. BE IT FURTHER RESOLVED that this convention requests the Commission on Ministry, in consultation with the bishop, Canon to the Ordinary, and Finance Committee of Diocesan Council, to study the work conditions and expense allowances for active non-stipendiary deacons and presbyters and for presbyters in part-time cures and to develop a diocesan standard and model letters of agreement for adoption at the 2012 convention.

E-172 The Rev. Whiting Griswold

Submitted by St. John's Church-Tower Grove (St. Louis) and Metro II Convocation

BE IT RESOLVED that this 172nd Convention of the Episcopal Diocese of Missouri recognize and uphold the Reverend Whiting Griswold as an example of Christian sainthood, and encourage his recognition within the wider church, passing along this Resolution and Rationale to the Standing Liturgical Commission of the Episcopal Church, to consider adding the Rev. Whiting Griswold to the commemorations in Holy Women, Holy Men.

F-172 Restructuring the Episcopal Church

Submitted by Ms. Lynette Ballard, St. Matthew's-Warson Woods; the Very Rev. Ronald Clingenpeel, Trinity-CWE, St. Louis; Ms. Kathryn Dyer, St. Timothy's-Creve Coeur; Mr. Donald W. Fisher, Christ Church Cathedral; Ms. Lisa Fox, Grace-Jefferson City; the Rev. Jason Samuel, Transfiguration-Lake St. Louis, the Rev. Doris Westfall, St. Matthew's-Warson Woods; the Rev. Tamsen Whistler, Trinity-St. Charles

BE IT RESOLVED that this 172nd Convention of the Episcopal Diocese of Missouri affirms the following resolution and hereby submits it for consideration by the 77th General Convention of The Episcopal Church:

Resolved, the House of _____ concurring, there shall be a Special Commission on Missional Structure and Strategy, the composition of which shall be at the discretion of the Presiding Bishop and the President of the House of Deputies and the members of which shall be appointed jointly thereby not later than thirty days following the adjournment of this 77th General Convention. The Special Commission shall be charged with presenting a plan to the Church for reforming its structures, governance, administration, and staff to facilitate this Church's faithful engagement in Christ's mission to proclaim Good News to the poor, release to the captives, recovery of sight to the blind, freedom to the oppressed, and the acceptable year of the Lord (Luke 4:18) in a way that maximizes the resources available for that mission at all levels of this Church.

Resolved, the Special Commission shall endeavor to issue its report and recommendations along with resolutions necessary to implement them, including proposed amendments to the Constitution and Canons of this Church, so that they might be considered by a special General Convention prior to the convening of the 78th General Convention in 2015, in any event, not later than February 1, 2015.

Resolved, The General Convention requests the Joint Standing Committee on Program, Budget, and Finance to consider a budget allocation of \$100,000 for the implementation of this resolution.

G-172 Minimum Clergy Compensation

Submitted on behalf of the Diocesan Council

1. BE IT RESOLVED that this 172nd Convention of the Episcopal Diocese of Missouri set the annual standard base compensation for full-time clergy in 2012 as follows:

CASH SALARY \$40,700

HOUSING ALLOWANCE \$14,670

[The actual compensation should be determined by Resolution of the Vestry/Bishop's Committee, in consultation with the clergy.]

2. BE IT FURTHER RESOLVED that the Church Pension Fund assessment will be paid by the congregation;

3. BE IT FURTHER RESOLVED that \$50,000 group life will be paid by the congregation;
4. BE IT FURTHER RESOLVED that medical coverage for clergy and eligible dependents, will be paid by the congregation;
5. BE IT FURTHER RESOLVED that a standard of ten days per calendar year and \$500 will be provided for continuing education;
6. BE IT FURTHER RESOLVED that the standard auto allowance will be \$2,000 per year;
7. BE IT FURTHER RESOLVED that all parishes and missions encourage their full-time clergy to set aside the equivalent of two days each week for personal time, 24 hours of which must be consecutive; and
8. BE IT FURTHER RESOLVED that all parishes and missions be strongly encouraged to provide dental insurance for clergy and eligible dependents, or be assured they already have such coverage.

H-172

Submitted by the Rev. Daniel Appleyard, the Very Rev. Ronald Clingenpeel, the Rev. Jason Samuel

Eliminated by consent and referred back to the Constitution and Canons Committee.

I-172 Old North St. Louis Initiative

Submitted from the floor by the Standing Committee

1. Be it resolved that this 172nd Convention of the Diocese of Missouri concur with Bishop Smith that he create and appoint a task force to investigate the possibilities for mission and ministry in the Old North neighborhood of the City of St. Louis, and that this task force conduct its work in collaboration with the Bishop and the Standing Committee, and make regular reports on its work to that body and to future conventions of the Diocese of Missouri; and
2. Be it further resolved that this Convention of the Diocese of Missouri encourage Bishop Smith and the task force of his appointment to explore the possibility of establishing a residential site on the model of Episcopal Service Corps internship programs; and
3. Be it further resolved that this Convention of the Diocese of Missouri ask the task force to keep in view as a goal for the program opportunities for the congregations and the people of the Diocese of Missouri to cooperate in the program's mission and ministry.