

# **The Episcopal Diocese of Maryland**



## **Convention Journal**

### **Part B — Appointments, Nominations, and Resolutions**

**For the  
235<sup>th</sup> Annual Convention  
May 10-11, 2019**

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# 235<sup>th</sup> Annual Convention of the Episcopal Diocese of Maryland

## Appointments and Nominations

### **APPOINTMENTS BY BISHOP to be ratified by convention:**

*Diocesan Chancellor and Parliamentarian:* Mr. Neal Baroody

*Dispatcher of Business:* The Rev. Canon Scott Slater

*Chief Teller:* Ms. Susan Beares

*Sergeant of Arms:* Ms. Kate Riley

*Archivist:* Ms. Mary Klein

*Historiographer:* Ms. Rebecca Thayer

### **APPOINTMENTS BY BISHOP to be confirmed by convention:**

*Committee on Canons and Other Business:* The Rev. Joseph Cochran, the Rev. Tom Culbertson, Ms. Betsy Huttar, Mr. Jim Winn, Mr. Neal Baroody, Mr. Ronnie Reno.

*Middendorf Revolving Fund:* The Rev. Mimi Mathews, the Rev. Bruce McPherson, Mr. Cleveland Miller, Mr. Ronnie Reno, Mr. Steve Sands, Mr. Walter Schamu, and Mr. Doug Vaughan.

*Commission on Ministry:* The Rev. Neva W. Brown, Ms. Ann E. Burton (co-chair), the Rev. Mario Conliffe, Ms. Mary DeKuyper, the Venerable Ruth Elder, the Rev. Monique Ellison, the Rev. Diane Fadely, the Rev. John Hayes, the Venerable Jane O'Leary, Mr. Carl Owens, the Rev. Jessica E. Sexton, Ms. Elizabeth Shaner, the Rev. Mary Luck Stanley (co-chair), the Rev. Joanne Tetrault. *Ex officio:* the Right Rev. Eugene Sutton, the Rev. Mary Sulerud, Canon for Discernment and Congregational Vitality, the Rev. Canon Stuart Wright, canon for transitions; Ms. Eve Wayne, diocesan staff assistant, Mrs. Kathy J. Boyer, consultant for EBM and DOV.

*Claggett Center Board of Trustees:* Ms. Samantha Alger, Mr. Doug Campbell, Ms. Kathryn Glover, the Rev. Glenna Huber, the Rev. Tom Hudson, Mr. Buck Lyon-Vaiden, Mr. David Mallery, Ms. Barbara Miles, Mr. Mitch Owens, Mr. Ronald Reno, the Rev. Scott Slater, Ms. Maureen Suckling, Mr. Doug Vaughan, and the Rev. Dina van Klaveren (chair).

## **NOMINATIONS BY DIOCESAN COUNCIL to be elected by convention:**

*Treasurer:* Mr. Doug Vaughan

*Assistant Treasurer:* Mr. Jason Kamrath

*Auditors:* Gross, Mendelsohn and Associates

*Investment Committee:* Mr. Peter Austin, The Rev. Charles Barton, Mr. Fred Hopkins (chair), Mr. Charles Johnson, Mr. Joe Lynagh, Mr. Steven Sands, Jr., Mr. Eric Schopf, Mr. Doug Vaughan.

## **NOMINATIONS BY CONVENTION to be elected by convention:**

### **Compensation and Benefits Committee:**

Elect one lay person and one cleric until 2022:

Appointed Members:



The Rev. Annette  
Chappell

Continuing to serve as elected:



Ms. Louise Izat (2020)



The Rev. Anne Nicholson  
(2020)



Ms. Elizabeth (Liz)  
Healey (2021)



The Rev. Jim Perra  
(2021)

## Lay Nominees



**Mrs. Anne B. Gross**

Middleham and St. Peter's Parish

Occupation: Retired Human Resources Specialist

I have been an Episcopalian my entire life and have served in several roles in Middleham and St. Peter's and the diocese. For the diocese I have served on the Compensation and Benefits Committee since 2002, have been secretary to the Diocesan Council since 2004, and was on the Disciplinary Board from 2013-14. Within my parish I have been senior warden, treasurer, and now am registrar. I am involved in several parish and community ministries including various ministries focused on caring for the homeless and children. I have been a delegate to the Diocesan Convention most of the past 15 years.

### **Nominated by the Rev. Scott Slater**

I have worked with Anne for the past nine years in her role as secretary of Diocesan Council. She has already served for twenty years as an appointed member of Compensation and Benefits, so it seems overdue to actually affirm her leadership by electing her as an act of convention, rather than simply by appointment of the bishop. That will also free up another spot for the bishop to appoint someone in that role.

## Clergy Nominees



**The Rev. Jason A. Poling**

St. Andrew's, Pasadena and All Saints', Reisterstown

Occupation: Priest-In-Charge

It is vitally important for the sustainability of our congregations and our diocese to ensure that our clergy and other employees are compensated appropriately, and that our congregations are not expected to bear personnel costs beyond their capacity. I hope to serve our diocese by participating with my colleagues on Compensation and Benefits to determine reasonable and just policies to which our congregations and their employees are able to adhere. Having served in non-Episcopalian contexts as well as in a mission congregation and, now, in two part-time congregations, I may be able to offer some ideas and insights that we haven't fully explored.

**Nominated by the Rev. T. Stewart Lucas**

Jason is a trusted colleague who generously shares his time and his gifts with his own congregation and others around the diocese. In his last position he traveled to many of our churches. This has given him a broad understanding of other staff configurations and their compensation and benefits needs and challenges. Jason also has experience in another denomination which will be helpful background in making decisions for our own diocese. His sense of fairness and decency as well as his patience and forbearance will be an asset to this important ministry.



**The Rev. Dr. Rhetta Wiley**

St. Martin's in-the-Field Church, Severna Park

Occupation: Priest-in-Charge, Trinity, Towson

This would be my first official service to the diocese. I am grateful to Tim Grayson for suggesting that I run. I think it is a good fit for my first foray into diocesan business. As an academic, I have had extensive experience on committees of all kinds. In those days I developed a reputation for cutting through nonsense and keeping a group on task. It seems to me this and fair-mindedness are chief qualities needed for any committee work, but especially this one.

**Nominated by the Rev. Timothy H. Grayson**

I met Rhetta through the diocese's Fresh Start program and am pleased to nominate her as a member of the Compensation and Benefits Committee. Rhetta is a longtime member of our diocese and has served various churches, including Emmanuel in Baltimore, the Cathedral of the Incarnation, St. Margaret's in Annapolis, St. Martin's in-the-Field in Severna Park, and now having just begun at Trinity in Towson. She is an independent biblical scholar who has taught at both Notre Dame of Maryland University and Denison University. Because of her distinguished academic career and experience in the Church to date, I believe Rhetta has the credentials to make a significant contribution to the work of this committee.

## Diocesan Council Member at Large:

Elect two lay persons and one cleric until 2022, and one lay person to an unexpired term

Elected persons remaining after convention 2019:



Mr. Herb Malveaux (2020)



The Rev. Garrett H. Carskadon  
(2020)



Ms. Phyllis Everette (2021)



Mr. John Repulski (2021)



The Rev. Travis Smith (2021)

## Lay Nominees



**Ms. Nona G. Diggs**

St. Katherine of Alexandria, Baltimore

Occupation: Certified Property Manager

I am grateful to be considered for Diocesan Council. I was born and raised at St. Katherine of Alexandria where I have held the position of junior warden, sexton, funeral coordinator, and property manager. In 2001 I became the first woman of color to serve as senior warden.

On a diocesan level I served on the transition committee for the last bishop suffragan search process and hope to serve on the local committee that helps host the 2021 General Convention. I have a multitude of skills and ability to assist and support the mission of the Diocesan Council.

**Nominated by the Rev. Scott Slater**

I met Nona while serving with her on the board of Episcopal Community Services of Maryland and also enjoyed serving with her as part of the transition committee. She is organized, knowledgeable and passionate about her church and faith. Her leadership would be valuable on Diocesan Council.



**Mr. Mike Hilliard**

St. John's, Mt. Washington

Occupation: Community Services Director

I am a lifelong member of the Diocese of Maryland. For most of my adult life I have served in church leadership either as a senior warden, junior warden, or vestry member. I have also served as a chalice bearer for years. I was a member of the Baltimore Police Department for 27 years retiring at the rank of major, and since retirement I have served as the Community Services Director of the HARBEL Community Organization

where I assist community and business leaders with commercial development, zoning, housing, sanitation, and crime issues. I provide information, referral, and advocacy services, and I coordinate the efforts of the Northeast Citizens Patrol, a partnership of HARBEL and the Baltimore Police Department's Northeast District.

**Nominated by the Rev. Timothy H. Grayson**

Mike serves as Community Services Director of the HARBEL Community Organization, Inc., which is our church's neighbor on Harford Road, Northeast Baltimore. I have known Mike since I arrived at Messiah nine years ago, and we have worked together on several



neighborhood initiatives, including the planning of a vocational guidance fair for teenagers that was held at our church in 2017. We also interact at our regular Northeast Ministerium meetings. Mike is a person of the highest integrity and is highly regarded by the residents and community leaders in our area. He has a distinguished background in law enforcement and I believe he would make an excellent addition to Diocesan Council.



**Mr. Curtis Landen**

Church of the Holy Trinity

Occupation: Retired Commercial Insurance Vice President

My interest in serving on the Diocesan Council stems from an ongoing desire to humbly serve God. As a semi-retired insurance industry executive, I hope to apply those organizational skills I acquired to facilitate the work of the council.

Presently, my responsibilities include serving as the junior warden, usher, chalice bearer, men's choir member, Churchmen Group member, Baltimore church collaborative member, Our House Mentoring Program (Coppin State University) participant, as well as a past vestry member. Also, I am an active member of the Loyola Blakefield African American alumni group.

**Nominated by the Rev. Ramelle McCall**

Mr. Curtis Landen would be an excellent candidate for Diocesan Council. Mr. Landen has served on various committees at Church of the Holy Trinity such as president of our men's group and a mentor for our students at Coppin State University. He is currently the junior warden where he has implemented procedures and ideas that have been valuable for our church. Our congregation has been extremely blessed with his reliability and presence. I feel that he would add tremendous value to Diocesan Council.

## Clergy Nominees



### **The Rev. Christopher Garcia**

Christ Church, Port Republic

Occupation: Rector

Since 2017, I have served as rector of Christ Church, Port Republic, in Calvert County. Before being called to Christ Church, I served as rector in Virginia and Assistant at Christ Church, Georgetown, Washington, D.C. During 25 years in the U.S. Army, I was an active member of fourteen congregations in six U.S. dioceses and two foreign countries: I bring experience with many worship, leadership, and organizational styles. I offer my experience of serving on a large staff to the service of the Church,

hoping to help us keep our common life focused on proclaiming the good news of Jesus.

### **Nominated by the Rev. Timothy H. Grayson**

It is a pleasure to nominate Christopher Garcia for a position on Diocesan Council. I met Christopher through his participation in the diocese's Fresh Start program and he has served in our diocese since October 2017, when he began his ministry as rector of Christ Church. He has an M.B.A. and a law degree from Cornell University, and prior to attending seminary had a distinguished career in the U.S. Army, where he served as an intelligence officer and then in the Judge Advocate General's Corps. Christopher is a thoughtful and perceptive priest and I believe his life experience will serve our diocese well if he is elected to Diocesan Council.



### **The Rev. Vaughn Vigil**

Church on the Square

Occupation: Deacon, Data analyst and career coach

Living Classrooms Foundation

I consider my day job with ex-offenders at Living Classrooms to be part of my diaconal ministry. I have served as deacon at these Baltimore churches: Memorial in Bolton Hill, Church on the Square

in Canton, and sometimes at Iglesia de la Resurreccion. Church of the Guardian Angel, where I was long-time senior warden, will always hold a special place in my heart. I've visited many congregations as bishop's chaplain on episcopal visits. I served on the advisory group that assisted the bishops in the redesign of deacon formation in the diocese. My experience as a community leader, my attention to detail, my analytical mind and my communication skills will serve the Diocesan Council in a positive manner.

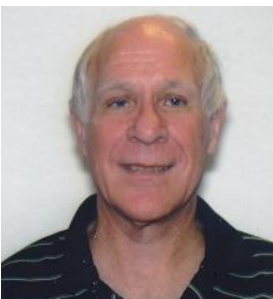
### **Nominated by Archdeacon Jane O'Leary**

I have known Vaughn for about 15 years, during which time he served as senior warden and answered a call to ordination as a deacon. As a deacon, Vaughn has served his congregations and the deacon community faithfully. His diverse background includes a degree in cybersecurity, a command of computer technology and a career in job development for ex-offenders. This diverse experience, plus his community leadership, infectious enthusiasm and tireless support of others' ministries, reflects his inspiring life/faith integration. Vaughn will bring energy, competence, integrity and creative problem solving to the Diocesan Council.

## **Disciplinary Board:**

Elect one lay person and two clerics until 2022

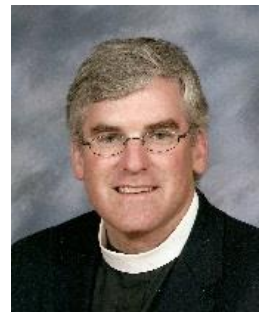
Elected persons remaining after convention 2019:



Mr. Stephen Alpern (2020)



The Rev. Mimi Mathews  
(2020)



The Rev. Taylor M. Smith  
(2020)



Ms. Hilary Hyde Klein (2021)



The Hon. Enechi A. Modu  
(2021)



The Rev. Timothy H. Grayson  
(2021)

## Lay Nominees



### **Dr. Don Alves**

Church of the Holy Trinity, Essex

Occupation: Physician, Emergency Medicine and Occupational Medicine

As a teaching physician, I balance concerned, compassionate care with the available facts and anticipated impact to the patient. This helps me keep an open mind, hones my fact gathering and analysis, and guides me to necessary conclusions with their required action. I have a criminal justice degree, work closely with investigators and lawyers, and as the state police physician for Maryland, have the integrity and concern to reach and defend conclusions, even if unpopular – should the need to convene arise.

### **Nominated by the Rev. Eric Zile**

Don has been a very active member of Holy Trinity for nearly a decade ministering in many capacities. Along with his wife Michele, Don, has been dedicated to seeing that their 14-year-old daughter grows up in the Christian faith and life. As a physician at Bayview he deals with varying social issues and their medical outcomes. Working with the state police he is deliberate and willing to see all sides of an issue prior to deciding. I believe he will be an asset to the diocese in this position.



### **Ms. Pamela L. Blyth**

St. James' Parish, Lothian

Occupation: Law Enforcement Management and Administration  
Internal Reviews and Discipline

I serve on the vestry of St. James' as chair of the parish communication committee, and previously as the registrar. I am a member of the Maryland Episcopal Cursillo Secretariat, serve as the communications coordinator, have served as a Cursillo Weekend rector, am a member of the St. Margaret's Chapter of the Daughters of the King, and have served as vice president of the Maryland Diocese Daughters of the King. I believe my professional experience and spiritual values qualify me to contribute to this very serious work in an informed manner weighing all factors impacting on the disciplinary review process with objectivity, compassion, grace, and respect for all parties involved in such difficult matters.

### **Nominated by the Rev. M. Joanna White**

Pamela has shared her gifts and graces with both St. James' Church and the Diocese of Maryland for many years. Balanced with her deep faith and compassion is a generous heart for outstanding service. Pamela's uncommon sense of clarity along with her professional experience, adherence to

detail and willingness to put in the hard work of justice, make her an ideal candidate for this position.



**Mr. John Henderson**

St. Paul's, Baltimore

Occupation: Administrative Judge with the Equal Employment Opportunity Commission

I would like the opportunity to serve another term on the Disciplinary Board. The board does vital work to repair relationships between laity and clergy, and I relish the opportunity to continue in that ministry. I am an administrative judge with the Equal Employment Opportunity

Commission; in that role, I decide cases of employment discrimination. Before being an administrative judge, I was a civil rights attorney, also with the EEOC. I believe my legal background prepares me for the work of the Disciplinary Board. I am currently presiding over a case before the Disciplinary Board and wish to see that case through resolution.

**Nominated by Mr. Stephen E. Alpern**

John has served on the Board for six years. He has been an especially valuable member of the board because he is a highly skilled trial attorney. He is thus more than capable of presiding at hearings of the Board's panels, which he has been called upon to do. John has shown dedication to the work of the Board and he exhibits very balanced judgment. He has worked well with the other members of the Board, and his continued presence on the Board will serve the diocese well.

## Clergy Nominees



**The Rev. Arianne Rice**

Church of the Good Shepherd, Towson

Occupation: Rector

I am pleased to renew my term on the Disciplinary Board. The work of resolving conflict and working toward reconciliation is an important part of healthy congregational life. I have focused a good part of my professional development on education around accountability and professionalism in the workplace, and this, in tandem with the ministry of reconciliation, is how I approach the ministry of this board.

### **Nominated by Mr. Stephen E. Alpern**

I am pleased to nominate Arianne for reelection to the Disciplinary Board. As president of the board I have come to respect Arianne's dedication and commitment to the work of the board. She exhibits the proper balance of good judgment and empathy which I believe brings credit to the board. Her knowledge of the disciplinary procedures and her experience in the work of the board commend her for re-election.



### **The Rev. Alistair So-Schoos**

St. John's, Western Run

Occupation: Interim Associate Rector

My service on the Disciplinary Board for the past nine years, both as a member and also as Acting President for one case, has helped me become more informed, ready, and capable for the duties and disciplinary work of the Church. During the last General

Convention of the Episcopal Church in Austin, Texas, I was elected to serve as a member of the Bishops' Disciplinary Board for our wider Church. In terms of carrying out the disciplinary canons of the church, my constant hope is that we will never have to go through that demanding process for anyone. However, our role on the board is to be prepared and well-trained in the event that we are called upon as fair and unbiased instruments for justice and reconciliation. I believe that through attention to due process, prayers, and discernment, the ministry of the disciplinary board can be highly transformative for all involved.

### **Nominated by the Rev. Tracy Bruce**

Alistair is a trusted clergy colleague in this diocese with Disciplinary Board experience at the denominational level in The Episcopal Church. He is thoughtful, analytical and careful with his words and actions—all qualities that would serve us well if he were to serve our diocese in this capacity. He is very familiar with the church canons regarding discipline. I also recommend him because, while healthy in his own sense of trust and accountability and willing to ask that of others, he is also theologically predisposed to forgiveness and reconciliation, which would serve us well as he uses his wisdom, when called upon, regarding disciplinary action.



## Standing Committee:

Elect one lay person and one cleric until 2023

Elected persons remaining after convention 2019:



Ms. Mary H. DeKuyper  
(2021)



The Rev. Mark Gatza  
(2021)



The Rev. Adrien Dawson  
(2022)



The Rev. T. Stewart  
Lucas (2020)



Mr. Jesse Milan, Jr.  
(2020)



Mr. David Boyce  
(2022)

## Lay Nominee



**Mrs. Anne B. Gross**

Middleham and St. Peter's, Lusby

Occupation: Retired Human Resources Specialist

I have been an Episcopalian my entire life and served in several roles in Middleham and St. Peter's, and in the diocese on the Compensation and Benefits Committee since 2002, as secretary to the Diocesan Council since 2004, and on the Disciplinary Board 2013-14. Within my parish I have been senior warden, treasurer, and now registrar. I am involved in several congregational and community ministries including various ministries focused on caring for the homeless and children. I have been a delegate to the Diocesan Convention most of the past 15 years.

### **Nominated by Mrs. Joan Shisler**

Anne is an active member of Middleham and St. Peter's and is very involved in the parish. She serves as registrar, is an assistant treasurer and is a lay reader. She is the president of the Episcopal Church Women and of our chapter of the Daughters of the King. Anne works with several parish committees and ministries. For the past six years has volunteered as our parish administrator. She is enthusiastic, friendly, and works well with others. As Senior Warden, I have worked with Anne for many years and believe she would be an asset to the Standing Committee.



**Ms. Kari-Ann Lynne**

St. James' Parish, Monkton

I have been a member of Saint James', Monkton, for 23 years. By education, I am a master's level dance/movement therapist. I worked with children and families in community mental health in east Baltimore City for nine years before deciding to stay home to raise my children. For the past eight years, I have volunteered with pre-school children through the ARK (formerly ECSM pre-school for homeless children). I was an active volunteer with my children's schools.

At Saint James', I have been a service planner, a vestry member, a Godly Play teacher, a coordinator for children's ministries, a Christian formation co-chair, and a labyrinth walk facilitator. I am also an Education for Ministry graduate. Currently, I am a lector and prayer leader. I have been involved with the formal discernment process in this diocese for the past ten years, first as a lay mentor with what is now Discerning Our Vocations, and as a member and co-chair for the Commission on Ministry (COM).

I am running for the Standing Committee because I enjoy being involved with the Church on a diocesan level. My work with the COM has afforded me the opportunity to interact with and listen



to broader perspectives than in my home congregation. I bring the skills of careful listening, a willingness to engage in difficult conversations, and an awareness of God's working in community.

**Nominated by the Rev. Joseph M. Cochran**

I am pleased to nominate Kari-Ann Lynne to The Standing Committee. Kari-Ann and I have served as co-chairs of the Commission on Ministry since 2015. I became rector at St. James' Monkton in July 2018, so I am beginning to know Kari-Ann as a parishioner. Kari-Ann is conscientious, diligent, insightful, centered, and prayerful. She is deeply devoted to the diocese, its processes, and its service to congregations and the broader community. She will bring a wealth of diocesan-level experience, as well as significant congregational experience, including vestry service. She will contribute her insights, her depth of knowledge of congregation and diocese, her prayerful presence, her keen intelligence, and her passion for the diocese. We are fortunate that Kari-Ann is willing to serve on The Standing Committee.

## Clergy Nominees



**The Rev. Matthew Hanisian**

St. Martin's-in-the-Field, Severna Park

Occupation: Rector

I am honored to be nominated to serve our diocese on the Standing Committee. I have significant committee experience at the diocesan level having served three dioceses in various capacities. Most recently I served on the Commission on Ministry in the Diocese of Washington, advising the bishop on those seeking entry into the newly-redesigned ordination process. I have also served as a member of the Board of Trustees at

Virginia Theological Seminary where I continue to participate in consultations around the formation of seminarians.

I am passionate about bringing the Good News of Jesus Christ to our diocese and beyond and believe our Episcopal tradition is the best vehicle for this evangelism.

**Nominated by the Rev. Dina Van Klaveren**

I nominate the Rev. Matthew Hanisian for election to Standing Committee based on my experience of him as a colleague and my observations of his sound leadership in the parish he serves. Matthew is a systems thinker, a prayerful leader, and willing to have fierce conversations about important topics in ministry. He is an excellent communicator, and with a background in a variety of unique institutions, would provide a sound addition to this important committee as it serves as the bishops' council of advice. I find Matthew trustworthy, competent, intellectually gifted and committed to serving God's people.



**The Rev. Kathy Shahinian**

St. Anne's, Annapolis

Occupation: Deacon, Benefits Consultant and Public Policy Liaison

My occupation as a benefits consultant permits me to speak with many different people from diverse walks of life about their insurance needs. Prior to working for the R. K. Tongue Co., Inc. I was the Director of Government Relations for a large public union. I now am fortunate to once again be back in Annapolis serving as the diocese's public policy liaison. I believe my experience of working in a public sector and private sector environment will be helpful in serving on the Standing Committee.

I have served the diocese as the public policy liaison for the past 8 years. I organize the annual legislative committee as well as the Episcopal Advocacy Day. I also go to other churches and conduct information forums and well as promote the diaconate by serving during the service.

**Nominated by the Rev. Natalie Conway**

I have known Kathy for about nine years. We began our discernment to the diaconate at the same time. Deacons are servant leaders. This so descriptive of Kathy. She is the type of person you want to follow and you want on your "team" because she is so enthusiastic about everything she does. As the deacon for public policy, Kathy knows the ins and outs of the Maryland General Assembly. In this role, she is a tireless advocate for legislations important to the diocese. She has successfully elicited lay and clergy to testify about different bills. Kathy is an excellent listener and thoughtful questioner. I wholeheartedly endorse her nomination for the Standing Committee.

# Resolutions

## Resolution 2019-01

**Title:** Clergy and Lay Employee Compensation

**Submitted by:** Compensation and Benefits Committee  
Anne Gross, Chair

**RESOLVED**, that the 235<sup>th</sup> Convention of the Diocese of Maryland, meeting May 10-11, 2019, continues to be committed to a Living Wage; the Diocese of Maryland strongly encourages that all clergy and lay employees be paid according to the Maryland Department of Labor, Licensing, and Regulation's Living Wage standard for a single employee. Currently this is \$13.96 hourly for employers in Anne Arundel County, Howard County, Baltimore County, and Baltimore City, and \$10.49 hourly for employers in other locations of the diocese; and be it further

**RESOLVED**, that all clergy and lay employees be granted an annual review of performance that should consider merit increases in compensation as appropriate; and be it further

**RESOLVED**, that the recommended minimum annual salary increase for parochial clergy and congregational lay employees for 2019 shall be the total of a 2% Cost of Living Adjustment (COLA) on the 2019 salary plus a salary adjustment based on responsibilities and performance; in considering compensation, vestries should take into account the recommended salary, adjustments based on responsibility, experience, the performance review, and the COLA; and be it further

**RESOLVED**, that this Convention adopts the following honoraria for supply clergy for 2019:

|            |  |
|------------|--|
| 1 service  | between \$150 and \$250 plus travel expenses |
| 2 services | between \$175 and \$300 plus travel expenses |
| 3 services | between \$225 and \$350 plus travel expenses |

(Midweek services may be compensated at a lesser rate)  
Guest Preachers, including deacons preaching a sermon, compensation should be appropriate to the circumstances with a minimum of \$125.  
Mileage and travel expenses should be paid in accordance with the Internal Revenue Service guidelines; and be it further

**RESOLVED**, that this convention urges all congregations to provide fair, equitable, and competitive compensation to all persons providing program services such as, but not limited to, music director, choir director, director of Christian education, and director of youth programs; and be it further

**RESOLVED**, that the compensation of associate and assistant clergy correspond to the range for a cleric in charge of a family-sized congregation, based on the years of ordained experience; and be it further

**RESOLVED**, that for transitional deacons and newly ordained priests for the first year following their ordination to the priesthood, the minimum annual Total Assessable Compensation (TAC) is

\$61,984, the bottom of the range for a cleric in charge of a family-sized congregation; and be it further

**RESOLVED**, that this convention adopts the following TAC criteria for full-time clergy in charge of congregations within the Diocese for the year 2019. TAC for full-time clergy must be at least the minimum of the TAC range; and be it further

**RESOLVED**, that the below Compensation Chart be made available to congregations as a reference tool and guideline for increases to clergy compensation. It shows the range of TAC for each congregation size as well as an annual TAC progression from minimum to median over ten years for each church size, a tool offered as part of a comprehensive diocesan effort to correct disparities in clergy compensation based on race, gender, and sexual identity.

| <b>Total Assessable Compensation (TAC) Chart for Full Time Rectors, Vicars, and Priests-in-Charge</b> |                      |                      |                          |                       |                       |
|---|----------------------|----------------------|--------------------------|-----------------------|-----------------------|
| Congregation Size   | Family (ASA <76)     | Pastoral (76 - 140)  | Transitional (141 - 225) | Program (226 - 400)   | Corporate (>400)      |
| <b>TAC Medians and Ranges</b>   |                      |                      |                          |                       |                       |
| Median TAC  | \$74,570             | \$80,855             | \$101,993                | \$120,665             | \$151,047             |
| TAC Range   | \$61,984 - \$103,991 | \$73,500 - \$104,573 | \$79,219 - \$122,996     | \$107,746 - \$134,809 | \$132,861 - \$169,736 |
| <b>Median TAC Progression Chart: Suggested Minimum Annual TAC</b>                                     |                      |                      |                          |                       |                       |
| Years since Ordination:   |                      |                      |                          |                       |                       |
| 1 (Minimum of TAC range)  | \$61,984             | \$73,500             | \$79,219                 | \$107,746             | \$132,861             |
| 2   | \$63,382             | \$74,317             | \$81,749                 | \$109,181             | \$134,882             |
| 3   | \$64,780             | \$75,134             | \$84,279                 | \$110,616             | \$136,903             |
| 4   | \$66,178             | \$75,951             | \$86,809                 | \$112,051             | \$138,924             |
| 5   | \$67,576             | \$76,768             | \$89,339                 | \$113,486             | \$140,945             |
| 6   | \$68,974             | \$77,585             | \$91,869                 | \$114,921             | \$142,966             |
| 7   | \$70,372             | \$78,402             | \$94,399                 | \$116,356             | \$144,987             |
| 8   | \$71,770             | \$79,219             | \$96,929                 | \$117,791             | \$147,008             |
| 9   | \$73,168             | \$80,036             | \$99,459                 | \$119,226             | \$149,029             |
| 10 (Median of TAC range)  | \$74,570             | \$80,855             | \$101,993                | \$120,665             | \$151,047             |

Part-time clergy should be paid according to their experience and proportional to the number of hours worked; and be it further

**Resolved**, that the Compensation and Benefits Committee continue to monitor disparities in clergy compensation based on race and gender and sexual identity, address gender and racial bias in the search process, and publicize educational opportunities as well as information concerning appropriate compensation.

Congregations are referred to the Compensation and Benefits Guide <https://episcopalmaryland.org/for-parishes/clergy-and-lay-compensation-and-benefits/> for examples and further information.

### **Explanation**

Pursuant to Canon 4-140 of the Diocese of Maryland, the Compensation and Benefits Committee each year submits a resolution for consideration by the Diocesan Convention that addresses annual compensation payable to parochial clergy, a cost of living increase for congregational staff, and a living wage for congregational staff and compensation for certain key congregational lay staff.

The Compensation and Benefits Committee recommends annual adjustments reflecting the Bureau of Labor Statistics Consumer Price Index (CPI) reported December 31 of the year prior to convention. Using the same standard year after year provides a consistent reference point for equitable salaries for parochial clergy and congregational staff. Whereas the projected cost of living increase and equity adjustment may fiscally challenge congregations, the annual recommendations provide norms for competitive salaries, recognizing that each parish will negotiate salaries according to its circumstances.

The COLA of 2% is based on the Bureau of Labor Statistics information concerning the CPI for all urban areas.

The components of TAC and information on how to formulate an equitable housing allowance are outlined in the Diocese of Maryland Compensation and Benefits Guide which is available on the diocesan website or through the diocesan office. The TAC ranges do not include salaries which clearly are part-time nor the lowest or highest actual salaries when these are inconsistent with other salaries in the particular ranges. This avoids skewing the ranges unrealistically and ensures that the ranges reflect compensation values as close to actual market values as feasible.

TAC is the assessable compensation reported to the Church Pension Fund and includes cash salary, utilities, payments made to Social Security, equity allowances, other miscellaneous allowances, and housing, either in the form of a housing allowance or, if a rectory is provided, as 30 percent of cash salary, social security, and utilities. Compensation also includes such items as contributions to individual retirement accounts, cash gifts to clergy and the payment of school fees for clergy children. This compensation amount does not include the pension payments made to the Pension Fund; any of the standard employee benefits such as health, life, and dental insurance; or reimbursed employee expenses as long as the reimbursement is based on actual expense.

We have examined the TAC of the 61 clergy serving congregations as of October 2018. Except for two rectors in family-sized congregations, all rectors receive TAC above the minimum for their church size specified in Resolution 2018-01. The median TAC for rectors is above the resolution median except in family-size congregations where the median of actual compensation (\$70,742) is \$862 below the median in the 2018 resolution (\$71,604).

Among fulltime rectors who have been ordained more than 10 years, the TAC of 19 is below the median specified in Resolution 2018-01. 24 rectors have TAC above the median, and the TAC of one is exactly the median.

37 percent of rectors are female, and 63 percent are male. While the median TAC of female clergy in family, transitional, and corporate congregations is less than that of their male counterparts, it is larger in pastoral congregations and close in program congregations. In all categories there are rectors, both male and female, whose TAC is above the maximum for the category.

Average Sunday Attendance (ASA) statistics were examined in family, pastoral, and transitional sized congregations to determine if there is a significant difference in the attendance in congregations with male or female rectors. We conclude that the gender of the rector is not significant in this regard.

The median years since ordination for all rectors is 13 years.

Resolution 2018-01 gives a minimum (\$62,654) and maximum (\$82,754) for experienced assistants. There are 10 full-time experienced assistants. There appears to be a loose coordination between TAC and years since ordination – fewer years of service correlate to a smaller TAC. But this is not a statistically perfect relationship.

Eight rectors identify as LGBTQ. There is one each in transitional and pastoral size congregations and six heading family congregations. TAC statistics are in line with overall TAC. Two assistants identify as LGBTQ. Their compensation is in line with that of other assistants.

We desire to ensure parity among all employees of parishes, missions, and other ecclesiastical organizations or bodies in the Diocese of Maryland regarding health insurance. Thus, all employees, clergy or lay, working at least 1,000 hours a year must be offered health insurance, and the ecclesiastical organization will pay the premium of at least the lowest plan offered by the diocese at least for the individual employee. This in no way prevents employees from enrolling in a higher cost plan offered by the diocese and paying the difference in premium over that of the single-person rate of the lowest plan themselves. Nor does it prevent negotiation for the payment by the ecclesiastical organization of higher premiums such as for family plans or for higher cost plans. There is no requirement that the ecclesiastical organization pay the cost of the premium to employees declining health insurance coverage. If the employee is Medicare eligible, the congregation may save money by using one of the Medicare as Secondary Payer plans available.

In pursuing the mandate of the Canon 4-140 as to clergy compensation, the Compensation and Benefits Committee desires to bring the compensation decisions into line with the prevailing methods used by for-profit and not-for-profit organizations in Maryland. Most organizations establish salary ranges for a position based upon the responsibilities of the position, the qualifications of the person in the position and the prevailing compensation paid in the geographical area in question. Within those ranges, an employer sets compensation on the basis of experience and job performance. The above resolution provides information for clergy in the Diocese of Maryland and allows the clergy and vestries to negotiate fair compensation for each position in light of the size, demands, and resources of each congregation.

## Mileage Reimbursement for Clergy

Please note that congregations are required to reimburse supply clergy for actual mileage traveled to and from the congregation, at prevailing IRS rates. The new tax law has changed the rules for deducting "unreimbursed business expenses." Therefore, it is imperative that reimbursements not be mingled with honoraria or stipends.

The reimbursement rate for 2019, as set by the Federal Government, is \$.58 per mile. For supply clergy, this reimbursement should be in addition to the honorarium paid for conducting services. Payments for mileage and travel expenses are to be considered reimbursements and should not be included in any reporting of earnings for year-end 1099's.

For non-supply clergy (clergy on regular payroll), regulations forbid reimbursement for costs of commuting. However, such clergy are to be reimbursed for other travel expenses and mileage on church business (for instance, hospital visits, travel to conferences, etc.). Such reimbursements should not be included in any reporting of earnings for year-end W-2's.

To avoid any misreporting with the IRS, it is strongly recommended that all reimbursements be paid in a separate check from any stipend or honorarium.

## Resolution 2019-02

### Title: Revision to Imperilment Canon

Submitted by: Congregational Vitality Cohort (Dr. Pamela Cochran, the Rev. Adrien Dawson, the Rev. Mark Gatza, the Rev. Katrina Grusell, the Rev. Kristin Krantz, the Rev. Kristofer Lindh-Payne, the Rev. Jim Perra, the Rev. Carol Pinkham Oak, the Rev. Anjel Scarborough, the Rev. Scott Slater, the Rev. Mark Stanley, the Rev. Mary Sulerud, the Rev. Sharon Watts, the Rev. Anne Weatherholt, the Rev. Stuart Wright) and Standing Committee (Mr. David Boyce, The Rev. Adrien Dawson, Ms. Mary DeKuyper, Mr. Mark Garcia, The Rev. Mark Gatza, The Rev. Natalie Conway, the Rev. Stewart Lucas, Mr. Jesse Milan).

**RESOLVED**, that the 235<sup>th</sup> Convention of the Diocese of Maryland amend Canon 2-190 "Of Imperiled Parishes or Separate Congregations" to read:

#### *Of At-Risk and Imperiled Parishes or Separate Congregations*

Sec. 1. A Parish or Separate Congregation (herein a "congregation") ~~may be declared~~ *is considered to be at-risk of imperilment* ~~an Imperiled Parish under Section 3 (below)~~ when any ~~one~~ two or more of the following conditions exists:

- The congregation ~~refuses or neglects~~ *does not* assemble and elect a *full* Vestry, as provided in these canons *or in the congregation's by-laws*;
- ~~or~~ The congregation ~~failure of representation~~ *is not represented due to absence or ineligibility* at any annual Convention of this Diocese;

- The congregation ~~fails to~~ *does not* search for and elect a rector or *priest-in-charge* after a ~~reasonable period of time~~ *twenty-four (24) months*;
- The congregation ~~willfully fails to~~ *does not* comply with the provisions of The Episcopal Church Canon I.7 *Of Business Methods in Church Affairs* or have engaged in improper or unethical business practices;
- Financial reports reveal an invasion of ~~the endowment~~ *investment* funds or other practices that are evidence of existing or probable future financial instability sufficient, in the judgment of the Bishop and Standing Committee, to warrant action under this canon;
- *The congregation's Average Sunday Attendance (ASA) drops more than fifty percent (50%) in a ten-year period;*
- *The congregation's burials outnumber baptisms by more than five to one for an averaged period of five years;*
- *The congregation's buildings and grounds expenses exceed fifty percent (50%) of the annual budget for more than one year.*

Sec. 2 Action under this canon may be initiated by any of the following:

- (a) The rector, *priest-in-charge*, or vestry of any such congregation; or
- (b) The Bishop; or
- (c) The Standing Committee upon the affirmative vote of a majority of its members.

Sec. 3. ~~When action has been initiated, the~~ The Bishop may appoint a ~~committee~~ *team* of three (3) persons who are not members of the congregation to investigate and ~~seek advise as to how to~~ *ameliorate the conditions or recommend moving in a different direction*, and to give a report to the Bishop thereon. The Bishop shall have the further right to have the ~~books and~~ *financial* records of the congregation audited.

Sec. 4. In the event that the conditions specified shall persist, the Bishop, with the consent of a majority of the members of the Standing Committee, may declare the congregation to be an Imperiled ~~Parish~~ *Congregation* and may require the application of one or more of the following:

- (a) Appointment by the Bishop of five or more adults to govern the affairs of the congregation as the vestry, during the pendency of these conditions.
  - (b) Designation of the rector of the congregation as vicar, during the pendency of these conditions.
  - (c) Conveyance of title of all real property to the Diocese, which shall hold the same in trust during the pendency of these conditions.
  - (d) Such other measures, during the pendency of these conditions, as may be necessary measures to restore health to the congregation.
- Sec. 5. It shall be the duty of all parties to labor to restore the congregation to a greater degree of health, setting forth problems to be addressed in an open, honest manner and working toward the resolution of such problems in a climate of respect and charity, and for the greater good of the Church's witness to its Lord.

Sec. 5. It shall be the duty of all parties to labor to restore the congregation to a greater degree of health *or discern and implement other alternatives that further the mission of the congregation*, setting forth ~~problems~~ *issues* to be addressed in an open, honest manner and working toward the resolution of such ~~problems~~ *issues* in a climate of respect and charity, and for the greater good of the Church's witness to its Lord.



Sec. 6. When the Bishop, in consultation ~~and majority support of~~ *with* the Standing Committee, determines that restoration *or revitalization* is no longer viable or feasible, the Bishop, *with majority support of the Standing Committee*, shall have the authority to close the ~~parish~~ *congregation* permanently and take the necessary steps to disperse the assets and provide pastoral provision for transfer of membership of parishioners to other congregations as requested.

### Explanation

The Church is called to engage in God's mission of reconciliation in the world. Canon 2-190 empowers the diocese to proactively step alongside congregations that demonstrate at-risk conditions in order to foster wellness, vitality and sustainability as an agent of reconciliation in the communities they serve. The imposition of an imperilment status can be counterproductive if it happens too late. This resolution shifts terminology to foster support and collaboration, not shame and punishment. It proposes additional criteria to proactively identify at-risk congregations and assist them to avoid imperilment and foster transformation. Imperilment can devalue and demotivate an at-risk congregation from engaging more readily in its own transformation. Adding the three additional categories related to vitality markers (not just leadership or financial sustainability) assists the diocese in identifying at-risk congregations sooner and thus being able to step in proactively sooner.

The diocese has been training a cohort of congregational consultants to assist in this work so that a sizable number of persons are available to better come alongside a congregation with tools for assessment and discernment. This resolution, created by this cohort, desires to expand this canon, not as a means to close more congregations, but to help support congregational vitality in the whole diocese through proactive intervention with congregations at greatest risk of imperilment.

A final, unmarked version of the proposed changes is below:

### Of At-Risk and Imperiled Congregations

Sec. 1. A Parish or Separate Congregation (herein a "congregation") is considered to be at-risk of imperilment} when any two or more of the following conditions exists:

- a) The congregation does not assemble and elect a full Vestry, as provided in these canons or in the congregation's by-laws;
- b) The congregation is not represented due to absence or ineligibility at any annual Convention of this Diocese;
- c) The congregation does not search for and elect a rector or priest-in-charge after twenty-four (24) months;
- d) The congregation does not comply with the provisions of The Episcopal Church Canon I.7 Of Business Methods in Church Affairs or have engaged in improper or unethical business practices;
- e) Financial reports reveal an invasion of investment funds or other practices that are evidence of existing or probable future financial instability sufficient, in the judgment of the Bishop and Standing Committee, to warrant action under this canon;
- f) The congregation's Average Sunday Attendance (ASA) drops more than fifty percent (50%) in a ten-year period;
- g) The congregation's burials outnumber baptisms by more than five to one for an averaged period of five years;

- h) The congregation's buildings and grounds expenses exceed fifty percent (50%) of the annual budget for more than one year.

Sec. 2 Action under this canon may be initiated by any of the following:

- a) The rector, priest-in-charge, or vestry of any such congregation; or
- b) The Bishop; or
- c) The Standing Committee upon the affirmative vote of a majority of its members.

Sec. 3. The bishop may appoint a team of three (3) persons who are not members of the congregation to investigate and advise as to how to ameliorate the conditions or recommend moving in a different direction, and to give a report to the bishop thereon. The bishop shall have the further right to have the financial records of the congregation audited.

Sec. 4. In the event that the conditions specified shall persist, the Bishop, with the consent of a majority of the members of the Standing Committee, may declare the congregation to be an Imperiled Congregation and may require the application of one or more of the following:

- a) Appointment by the Bishop of five or more adults to govern the affairs of the congregation as the vestry, during the pendency of these conditions.
- b) Designation of the rector of the congregation as vicar, during the pendency of these conditions.
- c) Conveyance of title of all real property to the Diocese, which shall hold the same in trust during the pendency of these conditions.
- d) Such other measures, during the pendency of these conditions, as may be necessary measures to restore health to the congregation. Sec. 5. It shall be the duty of all parties to labor to restore the congregation to a greater degree of health, setting forth problems to be addressed in an open, honest manner and working toward the resolution of such problems in a climate of respect and charity, and for the greater good of the Church's witness to its Lord.

Sec. 5. It shall be the duty of all parties to labor to restore the congregation to a greater degree of health or discern and implement other alternatives that further the mission of the congregation, setting forth issues to be addressed in an open, honest manner and working toward the resolution of such issues in a climate of respect and charity, and for the greater good of the Church's witness to its Lord.

Sec. 6. When the Bishop, in consultation-with the Standing Committee, determines that restoration or revitalization is no longer viable or feasible, the Bishop, with majority support of the Standing Committee, shall have the authority to close the congregation permanently and take the necessary steps to disperse the assets and provide pastoral provision for transfer of membership of parishioners to other congregations as requested.

## Resolution 2019-03

### Title: Revision to Canon 4-130

Submitted by: the Rev. Jason Poling, the Rev. Stuart Wright

**RESOLVED**, that the 235<sup>th</sup> Convention of the Diocese of Maryland amend Canon 4-130, "Of Part-Time Cures" as follows:

#### Of Part-Time Cures

Sec. 1. When the financial resources of a Parish, Separate Congregation or Mission do not permit the calling of a Rector, ~~or~~ Vicar, *or Priest-in-charge* on a full-time basis, it may obtain the services of clergy on less than a full-time basis, upon approval of the Bishop with the advice of the appropriate committee responsible for Congregational Development. Such clergy shall be known as Rectors or Vicars holding part-time cures, as the case may be.

Sec. 2. In every case a ~~one-year employment contract~~ *letter of agreement* setting forth the duties, responsibilities, hours and compensation shall be executed upon approval of the Bishop with the advice of the appropriate committee responsible for Congregational ~~Development~~ *Vitality*.

Sec. 3. The Rector, ~~or~~ Vicar, *or Priest-in-charge* holding a part-time cure shall have the following duties, together with any others mutually agreed upon:

- (a) Celebrate the Eucharist and preach the Gospel ~~at least once every Sunday with a frequency commensurate with the time allocated to the position~~
- (b) Take the Sacrament to the sick and shut-ins ~~at least for principal feast days with a frequency commensurate with the time allocated to the position~~
- (c) Provide for Christian Education and other instruction required by Canons, including Confirmation, Baptism and Marriage Instruction,
- (d) Preside at Vestry or Advisory Board and Congregational meetings,
- (e) Provide for active lay leadership in all other necessary parochial and diocesan functions.

Sec. 4. All Rectors, ~~and~~ Vicars, *or Priests-in-charge* holding part-time cures and the congregations served by them shall report annually to the Bishop in such form as the Bishop may prescribe.

Sec. 5. This Canon shall not impair the power of the Bishop under Canon 2-140 entitled "of Diocesan Missions and Missionaries."

### Explanation

As more and more congregations seek part-time clergy or clergy designated as priest-in-charge, the canons should reflect accurately the broadening of these possibilities. The principal rationale for making these is that if we are going to look at part-time cures as a reasonable long-term arrangement for pastoral care and leadership (rather than as an emergency stopgap or a transition to hospice), we need to make these cures a reasonable long-term arrangement for both clergy and parishes.

The current one-year limitation on a cure (Sec. 2) prevents both clergy and congregations from planning for and living into a long-term pastoral relationship. The arrangement is temporary by its very nature.

The requirement that clergy celebrate every Sunday (3(a)) and visit shut-ins on every feast day (3(b)) presents a logistical impediment to clergy being able to serve multiple part-time cures at any distance from one another. It also, quite frankly, enables congregations that cannot afford full-time clergy to place full-time expectations on part-time clergy.

## **Resolution 2019-04**

### **Title: Repeal of Integrace Canon**

Submitted by: Mr. Jeff Ayres, diocesan chancellor  
The Rev. Anne Weatherholt, bishop's representative to the Integrace board

**RESOLVED**, that the 235<sup>th</sup> Convention of the Diocese of Maryland repeal Canon 5-111 "Of Integrace, Inc."

### **Explanation**

Integrace is a senior living agency overseeing three properties in the Diocese of Maryland (Fairhaven, Copper Ridge, and Buckingham's Choice) and Bayleigh Chase on the Eastern shore. It was founded by the diocese as Episcopal Ministry to the Aging in 1974.

The Integrace board has been negotiating with ACTS Retirement-Life Communities, Inc. for a while and has concluded that it is in the best interest of all its residents, both present and future, to permit the larger faith-based non-profit agency to take over Integrace. The larger agency will elect a new Integrace board and assume management of Integrace with reduced costs and better access to capital. The transaction will be accomplished by an "affiliation" with the Pennsylvania-based non-profit and no purchase price will be paid. The bishop and the Standing Committee have already approved the affiliation. The Diocesan Council has already voted to terminate Integrace as an agency of the diocese (effective at closing of the affiliation). The last step is the repeal of diocesan canon (printed below in its entirety):

### **Of Integrace, Inc.**

Sec. 1. Integrace, Inc., a non-stock not-for-profit corporation under the laws of the State of Maryland ("Integrace"), is hereby recognized as an official agency of the Diocese whose principal function shall be the development and operation of a ministry to the aging in conformity with the Wills of Frank B. Beasman and Viola R. Beasman (the "Beasman Wills"), and otherwise to provide programs and services to the elderly, the initial manifestation of that ministry to be a continuing care retirement community known as "Fairhaven" in memory of Johnzie E. Beasman.

Sec. 2. The Board of Trustees of Integrace shall constitute the “Members” of Integrace under applicable corporate law. As such, the Board shall elect its own successors in accordance with policies and procedures it may establish and change from time to time; provided, however, that the Bishop of the Diocese (or, in the case of a vacancy in the office of the Bishop, such person as the Standing Committee of the Diocese may designate), shall be an ex officio member of the Integrace Board, with vote, and at least fifty percent (50%) of the members of the Board shall be Episcopalians residing in the Diocese of Maryland or Easton. Integrace shall provide to the Diocese, on an annual basis, copies of its audited financial statements and annual report.

Sec. 3. The Articles of Incorporation of Integrace shall contain provisions addressing the following matters, which provisions may not be altered without the concurrence of the Bishop and the Standing Committee of the Diocese:

(a) that the Bishop (or, in the case of a vacancy in the Office of the Bishop such person as the Standing Committee of the Diocese may designate) shall be an ex officio member of the Integrace Board, with vote;

(b) that at least fifty percent (50%) of the members of the Board shall be Episcopalians residing in the Diocese of Maryland or Easton; Canons of the Diocese of Maryland 60

(c) that, upon a dissolution of Integrace, the assets of Integrace shall be distributed to the Diocese (provided that the Diocese at the time is an organization that qualifies under Section 501(c)(3) of the Internal Revenue Code of 1986 (or any comparable provision of any successor Internal Revenue Law).

Sec. 4. In no event shall any assets of the Diocese other than those derived from (1) the Beasman and Jacobs estates or (2) such other funds as may from time to time be donated to the Diocese expressly for the use of the Fairhaven project or any other Integrace activities, be used for or subjected to any liability, contingent or otherwise, for the development, construction, or operation of such projects.

## **Resolution 2019-05**

**Title: Reconfiguring Diocesan Apportionment for Churches in the Diocese of Maryland**

Submitted by: Clergy of Baltimore North Regional Council (The Rev. Loree Penner, The Rev. Arianne Rice, The Rev. Joe Cochran, The Rev. Tracy Bruce, the Rev. Kristofer Lindh-Payne, The Rev. Amy Myers, The Rev. Chris Tang)

**RESOLVED**, that this 235th Convention of the Diocese of Maryland, shall direct the Diocesan Council to present to the 236<sup>th</sup> Convention of the Diocese of Maryland a report detailing the impact of replacing the current allocation formula with a simpler formula of ten percent of the average operating income submitted on each Parochial Report for the previous three years; and be it further

**RESOLVED**, that this convention urges congregations unable to pay their full allocation to engage with a diocesan congregational vitality consultant to help assess its future vitality and sustainability-

## Explanation

The diocese has begun new work on congregational development and has continued to support the small church initiative. We applaud the work of the diocese in working to support congregations. It is critical that concurrent with these endeavors that the Diocesan Council study impact the current diocesan allocation formula has on congregations in the current economic and ministry environment, and to explore ways that more congregation operating income can stay in the local congregation for mission and ministry, while still ensuring that the diocese has the resources available to properly support and empower congregations for ministry. Strong churches mean a strong diocese, and we're all in this together!

While this resolution calls for no immediate change, it directs the Diocesan Council and leadership to explore ways to reform the allocation process so it is transparent, efficient and empowers both congregations and the diocesan leadership to partner for renewed and transformative mission and ministry.

## Resolution 2019-06

**Title:**                               **Racial Reconciliation**

Submitted by:                       Reparations Committee and Diocesan Council

**RESOLVED**, that this 235<sup>th</sup> Convention of the Diocese of Maryland commits to taking tangible actions toward racial reconciliation in our local context, specifically regarding descendants of African slaves; and be it further

**RESOLVED**, that this 235<sup>th</sup> Convention of the Diocese of Maryland affirms the Bishop of Maryland's 2019 pastoral letter on racial reconciliation, and be it further

**RESOLVED**, that this 235<sup>th</sup> Convention of the Diocese of Maryland shall require *Seeing the Face of God in Each Other* to be renewed every five (5) years for all required participants; and be it further

**RESOLVED**, that this 235<sup>th</sup> Convention of the Diocese of Maryland directs the Diocesan Council to continue fostering formational conversations around the understanding of reparations and other acts of racial reconciliation in the context of the diocese and its communities, especially including the diocesan Truth and Reconciliation Commission and diocesan Pauli Murray Chapter of the Union of Black Episcopalians; and be it further

**RESOLVED**, that this 235<sup>th</sup> Convention of the Diocese of Maryland encourages all congregations to examine how their endowed wealth is tied to the institution of slavery.

## Explanation

The seeds of tangible racial reconciliation were sown in the Episcopal Church in 1959 with the establishment of the Episcopal Society for Cultural and Racial Unity (ESCRU). But in those early days in the spirit of “unity,” historically Black congregations were closed and merged with white congregations.

Reparations were discussed and voted on by our diocesan convention in 2004. Resolution 2004-4, “Reparation for Slavery” passed and called on the diocese to discuss and explore “the issue of restitution/reparation to African Americans whose ancestors were enslaved...”. Much work ensued by a Reparations Task Force and continues with the Truth and Reconciliation Commission. Our diocese had a pivotal role in passing A-123 at the General Convention in 2006, calling on every diocese to research its own history with slavery. The *Trail of Souls* pilgrimage and website is a unique product of this effort.

A resolution was presented at the 2016 Diocesan Convention (2016-08) asking for a monetary sum to be paid to the local chapter of the Union of Black Episcopalians as an initial act of reparation. This resolution was referred to Diocesan Council, which appointed a Reparations Task Force that facilitated five listening sessions and developed and be offering reparations workshops titled, “Racism Hurts Everyone.”

This resolution calls upon the diocese to continue this important conversation about racial reconciliation so that tangible actions may result in significant positive impact in our diocese and its local communities. The bishop is preparing a pastoral letter to go out prior to convention to speak to this important work.

## Rules of Order

1. The daily sessions of the Convention shall be opened with Divine Service, or appointed prayers at such hours as may be appointed by the bishop and the Committee on Arrangements for each Convention.
2. The Convention, upon its first assembling, shall be called to order by the bishop, or if there be no bishop, or if the bishop be absent, by the president of the Standing Committee or by some member of that body appointed by those of its members who may be present.
3. When the president takes the chair every member shall be seated and remain uncovered until the members shall have left the Convention.
4. Each member of the clergy entitled to a seat in the Convention shall register at the Secretary’s desk by delivering to the Secretary the prescribed registration blank duly executed, which shall be checked against a role furnished by the bishop or other ecclesiastical authority of the diocese, which role shall be evidence of the right of the members of the clergy to seats until the Convention shall have formally acted on the question.

Each Lay delegate shall also register at the Secretary’s desk by delivery to the secretary the prescribed registration blank duly executed, which shall be checked against a role prepared from

the certificates received from vestries. The Lay delegates whose certificates have not yet been forwarded to the secretary shall then lay their certificates upon the table, with the declaration subscribed by the Constitution, and with them the prescribed registration blanks duly executed. If by means of such registration a quorum of both Orders appear, the presiding officer shall announce the fact, and declare the Convention is organized and ready for business:

Provided that whenever it is necessary to call the role of the Clergy and Lay delegates the surname only shall be called except where there may be two or more of the same name, in which case they shall be designated by the addition of their Christian names.

5. In case of the absence of the bishop, or of a vacancy in the Episcopate, the person who called the Convention to order shall announce that there is a quorum present. The Convention shall then proceed to elect a president according to the Seventh Article of the Constitution; who shall, so soon as the election is completed, take the chair and declare that the Convention is organized and ready for business.
6. The first business after the declaration is made, either by the bishop or the president, shall be the election of a Secretary and an Assistant Secretary. The Chair shall then appoint the Committees mentioned in the Order of Business. The Chair shall also appoint all other committees for the appointment of which no other provision is made, unless otherwise ordered by the Convention.
7. When any member is about to speak or deliver any matter to the convention, the member shall arise, and with due respect, address the president.
8. If two or more members shall arise at the same time to speak, the president shall decide who shall speak.
9. No member shall speak more than twice in the same debate, nor longer than five minutes at one time, without leave of the Convention.

At the conclusion of any speech, the president alone, or any member of the Convention, if the member's motion is supported by at least four seconds, may call for a vote without debate on a proposal for a recess of Convention so that the members may informally confer and discuss the issues of the debate. If passed by a two-thirds majority of those present and voting, the members of the Convention will form small groups for ten minutes at the end of which debate will resume.

10. No motion shall be debated until the same be seconded, and, if desired by any member, reduced to writing and read by the Secretary.
11. When a motion is made and seconded, no other motion shall be received, except to adjourn, to lay on the table, to postpone to a certain time, to postpone indefinitely, to commit or to amend; and motions for any of these purposes shall have precedence in the order herein named. If a motion to lay on the table an amendment be carried, the matter before the Convention shall be proceeded with as if no such amendment had been offered. The motions to lay on the table and to adjourn shall be decided without debate. The motion to adjourn shall always be in order, if the mover has the floor.
12. When a proposed amendment is under consideration, a motion to amend the same may be made. No other amendments shall be in order, but a substitute for both amendments may be received, which, if adopted, shall operate as an amendment to the original proposition. No proposition on a subject different from the one under consideration shall be received under color of an amendment or substitute.
13. If a question contains several distinct propositions, the same shall be divided at the request of any member, and a vote taken separately, except that a motion to strike out and insert shall be



indivisible.

14. All questions of order shall be decided by the president, without debate; but any member may appeal from such decisions, and on such appeal no member shall speak more than once, without express leave of the Convention.
15. When any member rises to a point of order, the member who has the floor shall be seated until the point of order is decided by the Chair.
16. A question being once determined, shall stand as the judgment of the Convention, and shall not be again drawn into debate during the session, except with the consent of two-thirds of the Convention, upon a motion to reconsider made by a member who voted with the majority and seconded by a member who also voted with the majority.
17. No questions shall be taken on any report unless upon a motion to print or recommit it; but reports shall, as of course, lie upon the table. If a committee deem any action of the Convention desirable, it shall be its duty to present in writing such resolutions, acts, or canons, as it may think it should adopt which only shall be subject to the action of the Convention. Every act which divides a parish, or in any way affects parish boundaries, shall distinctly set out the new boundaries which it is intended to establish. The Convention will not act upon any proposed resolution, act, or canon which does not conform to the provisions of this rule.
18. All elections shall be by ballot unless otherwise ordered; the votes of the Clergy and Laity shall be counted separately, but the vote shall be regarded as a joint one, and the election shall be decided by a majority of the whole number of votes taken together, except where a vote by orders shall be required under the provisions of the Constitution. Nominations from the floor by a member of the Convention shall conform with the requirements of Canon 1-240, Of Nominations. After opportunity according to the Order of Business has been given to nomination for any election, if there shall be no greater number of nominees than there are places to be filled in the election, on motion unanimously adopted, the secretary or some other person designated in the motion may be instructed to cast the ballot of the Convention for the person or persons so nominated, and such person or persons on a ballot so cast shall be duly elected.

If after nominations are made, an election by ballot of the members of the Convention is required to determine a choice, the election shall be postponed, unless otherwise ordered, until such hour as may be appointed for the election in the Order of Business, and the secretary shall, before the hour appointed for such election, have prepared and printed for the use of the members in voting official ballots containing names of nominees followed by the name of the parish or mission from which each nominee comes.

19. The president shall appoint a chief teller and such additional tellers as are required from the Clerical Order or from communicants in good standing as defined in Canon 2-170, and neither the chief teller nor such additional tellers need be delegates to the Convention. After the clerical and lay votes shall have been counted by the respective tellers, the teller first named by the Chair shall combine them in one joint ballot, which the teller shall present to the Convention, reading out the names of the persons voted for, the number of clerical and lay votes for each separately, and the sum total of votes received by each person. The Chair shall then state to the Convention the result of the joint ballot. After the first ballot and before the next ballot is taken, the tellers eliminate from the official ballot such nominees in each order, beginning with the nominee in each order who received the least number of votes on the first ballot, as may be necessary to reduce the number of nominees in each order to twice the number of vacancies to be filled from that order. If after the second ballot all vacancies have not been filled, by the

consent of a majority of those present a motion may, then or after any succeeding ballot, be entertained for the unanimous election to the vacancy or vacancies still existing in each order the nominee or nominees of that order who have received the highest number of votes, but less than a majority, on the preceding ballot and the same shall be declared duly elected. If alternates are necessary, then by the consent of a majority of those present, a motion may then be entertained for the unanimous election as alternates in each order such number of those nominees in each order having the next highest number of votes on the last full ballot and the same shall thereupon be declared duly elected.

20. The Bishop's Annual Address shall be given at such time as may be designated by the bishop, the Committee on Arrangements, and the dispatcher of business.
21. Resolutions shall be brought to the floor of the convention in the order in which the Resolutions Committee deems expedient to the business of convention. No resolution to receive, acknowledge, affirm or reaffirm an act of a previous General Convention or convention of the Diocese of Maryland will be brought forth for consideration.
22. A majority of two-thirds of the members present shall be required to suspend any Rule of Order or shall make any change in the Order of Business; but "Orders of the Day" may be intercalated in the Order of Business by a majority vote.
23. "Robert's Rules of Order" shall be the parliamentary guides in all cases not provided for in the foregoing rules.
24. The foregoing Rules of Order shall be deemed the Rules of Order for all future Conventions until altered or rescinded, and the same shall be published in the Journal of each Convention. The Order of Business as annexed shall be generally followed but may be altered from time to time upon recommendation of the dispatcher of business.

*(Amended 1973, 1974, 1975, 1982, 1986, 1992)*

## **Selected Rules of Order**

Rules most likely to be helpful to delegates

7. When any member is about to speak or deliver any matter to the Convention, the member shall arise, and with due respect, address the president.
8. If two or more members shall arise at the same time to speak, the president shall decide who shall speak.
9. No member shall speak more than twice in the same debate, nor longer than five minutes at one time, without leave of the Convention.
10. No motion shall be debated until the same be seconded, and, if desired by any member, reduced to writing and reading by the secretary.
11. When a motion is made and seconded, no other motion shall be received, except

- to adjourn
- to lay on the table
- to postpone to a certain time
- to postpone indefinitely
- to commit [to a committee for study]
- or to amend

14. All questions of order shall be decided by the president, without debate, but any member may appeal such decisions, and on such appeal no member shall speak more than once, without express leave of the Convention.

15. When any member rises to a point of order, the member who has the floor shall be seated until the point of order is decided by the Chair.

18. All elections shall be by ballot unless otherwise ordered; the votes of the Clergy and Laity shall be counted separately, but the vote shall be regarded as a joint one, and the election shall be decided by a majority of the whole number of votes taken together, except where a vote by orders shall be required under the provisions of the Constitution.

21. Resolutions shall be brought to the floor of the convention in the order in which the Resolutions Committee deems expedient to the business of convention. No resolution to receive, acknowledge, affirm or reaffirm an act of a previous General Convention or convention of the Diocese of Maryland will be brought forth for consideration.

## **Directions for Balloting – Diocesan Convention**

From the Rev. Joanna White, Secretary of Convention

As you look over your sample ballot papers you will note the series of numbers, beginning with the number 1, which flow throughout the pages. Each candidate has already been assigned a number. This will continue to be their number throughout the balloting process. If new nominees are received from the floor, they are assigned new numbers, as provided in each category, and those numbers stay with the new nominees throughout the process.

We use a mechanical ballot card that may be familiar to some of you and new for others. The cards have a series of numbers in columns with small boxes next to each one. These boxes are used to mark your votes.

Each table has a Youth Page assigned to it. This person will be distributing and collecting your ballots, and assisting you in any way. In order to receive a ballot, delegates must hold up their colored voting card. (A limited number of large print ballots are available for those who need them.

Please indicate this need to your Youth page.) Ballots for Lay and Clerical Orders are a different color so make sure you receive the correct ballot for your order from the pages.

In order to vote for each candidate, note their assigned number and find that same number on your ballot card. Please mark the small box next to the number that corresponds to each choice. Use a #2 lead pencil and make a dark mark. This will assist our voting machines to correctly tally your vote! You will be skipping numbers for persons that have just been elected by unanimous voice vote, or that have been purposely left blank, or belong to other nominees, so please take your time and mark carefully. We cannot be responsible for cards that are not properly marked and they may be disqualified. Do not fold or crease the ballot card, as this will automatically disqualify your vote.

Once you have completed your ballot, hold it up and the pages will collect your ballot and place it in a ballot box. You may begin voting once you have received your card. The balloting will be closed when the last card has been collected and the president declares that the balloting for each round is complete. Ballots will be delivered in their boxes to the tellers who will deliver them to the designated location to be counted. The results will be presented to the assembly by the Secretary of the Convention at the time designated in our schedule. Once they have been presented, they are entered into the record. At that time, additional ballots will be cast as needed.

# Ballot Resource Sheet 235<sup>th</sup> Annual Convention of the Diocese of Maryland

Floor nominations are assigned a number by the Secretary. Write those names next to the assigned number then mark your chosen nominee's corresponding number ( ) on the Scantron card.

## Compensation & Benefits Committee

|                                 |                 |          |          |          |          |          |
|---------------------------------|-----------------|----------|----------|----------|----------|----------|
| <i>Vote for one (1) lay:</i>    | <b>Ballot 1</b> | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> | <b>6</b> |
| (1) Ms. Anne Gross              | —               | —        | —        | —        | —        | —        |
| (2)                             | —               | —        | —        | —        | —        | —        |
| <i>Vote for one (1) clergy:</i> | <b>Ballot 1</b> | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> | <b>6</b> |
| (6) The Rev. Jason Poling       | —               | —        | —        | —        | —        | —        |
| (7) The Rev. Rhett Wiley        | —               | —        | —        | —        | —        | —        |
| (8)                             | —               | —        | —        | —        | —        | —        |

## Diocesan Council Members at Large

|                                  |                 |          |          |          |          |          |
|----------------------------------|-----------------|----------|----------|----------|----------|----------|
| <i>Vote for two (2) lay:</i>     | <b>Ballot 1</b> | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> | <b>6</b> |
| (11) Ms. Nona Diggs              | —               | —        | —        | —        | —        | —        |
| (12) Mr. Mike Hilliard           | —               | —        | —        | —        | —        | —        |
| (13) Mr. Curtis Landen           | —               | —        | —        | —        | —        | —        |
| (14)                             | —               | —        | —        | —        | —        | —        |
| <i>Vote for one (1) clergy:</i>  | <b>Ballot 1</b> | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> | <b>6</b> |
| (16) The Rev. Christopher Garcia | —               | —        | —        | —        | —        | —        |
| (17) The Rev. Vaughn Vigil       | —               | —        | —        | —        | —        | —        |
| (18)                             | —               | —        | —        | —        | —        | —        |

## Disciplinary Board

|                                  |                 |          |          |          |          |          |
|----------------------------------|-----------------|----------|----------|----------|----------|----------|
| <i>Vote for one (1) lay:</i>     | <b>Ballot 1</b> | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> | <b>6</b> |
| (21) Mr. Don Alves               | —               | —        | —        | —        | —        | —        |
| (22) Ms. Pamela L. Blyth         | —               | —        | —        | —        | —        | —        |
| (23) Mr. John Henderson          | —               | —        | —        | —        | —        | —        |
| (24)                             | —               | —        | —        | —        | —        | —        |
| <i>Vote for two (2) clergy:</i>  | <b>Ballot 1</b> | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> | <b>6</b> |
| (26) The Rev. Arianne Rice       | —               | —        | —        | —        | —        | —        |
| (27) The Rev. Alistair So-Schoos | —               | —        | —        | —        | —        | —        |
| (28)                             | —               | —        | —        | —        | —        | —        |

## Standing Committee

|                                 |                 |          |          |          |          |          |
|---------------------------------|-----------------|----------|----------|----------|----------|----------|
| <i>Vote for one (1) lay:</i>    | <b>Ballot 1</b> | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> | <b>6</b> |
| (31) Ms. Anne B. Gross          | —               | —        | —        | —        | —        | —        |
| (32) Ms. Kari-Ann Lynne         | —               | —        | —        | —        | —        | —        |
| (33)                            | —               | —        | —        | —        | —        | —        |
| <i>Vote for one (1) clergy:</i> | <b>Ballot 1</b> | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> | <b>6</b> |
| (36) The Rev. Matthew Hanisian  | —               | —        | —        | —        | —        | —        |
| (37) The Rev. Kathy Shahinian   | —               | —        | —        | —        | —        | —        |
| (38)                            | —               | —        | —        | —        | —        | —        |