

# **The Episcopal Diocese of Maryland**



## **Convention Journal**

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

**For the  
237<sup>th</sup> Annual Convention**

November 13, 2021

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# 237<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. Freda Marie Brown, the Rev. Neva W. Brown, Ms. Anne E. Burton (co-chair), Ms. Cynthia Cecil, the Rev. Mario Conliffe, the Rev. Pan Conrad, the Rev. Dr. Chris Dreisbach, the Rev. Monique Ellison, the Rev. Diane Fadely, the Rev. Tom Hudson, the Rev. Chip Lee, Ms. Blessing Ogamba, Mr. Carl Owens, the Rev. Jessica E. Sexton, the Rev. Jon Shematek, Ms. Lynda Siggers, Ms. Sue Ellen Spotts, the Rev. Mary Luck Stanley (co-chair), the Rev. Joanne Tetrault, Ms. Judy Wright. *Ex officio:* the Right Rev. Robert Ihloff, assisting bishop; the Venerable Ruth Elder and the Venerable Frank Bailey, archdeacons; the Rev. Scott Slater, canon to the ordinary; Ms. Eve Wayne, staff assistant, Mrs. Kathy J. Boyer, consultant for DOV, the Rev. Nancy Hennessey, consultant for EBM.

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

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

*Treasurer:* Mr. Jim Lindsey

*Assistant Treasurer:* Mr. Jason Kamrath

*Auditors:* Gross, Mendelsohn and Associates

*Investment Committee:* Mr. Peter Austin (chair), Mr. Fred Hopkins, Mr. Charles Johnson, Mr. Joe Lynagh, Mr. Steven Sands, Jr., Mr. Eric Schopf, Mr. Jim Lindsey, Mr. Doug Vaughan, Ms. Vicki Willard.

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

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

Elect one lay person and one cleric until 2024:

Appointed Members:



The Rev. Annette M. Chappell

Continuing to serve as elected:



Mrs. Anne B. Gross  
(2022)



The Rev. Dr. Jason A. Poling  
(2022)

## **Lay Nominees**



### **Ms. Elizabeth (Liz) Healey**

St. John's Church, Kingsville

Occupation: Media supervisor, Horich Hector Lebow Advertising

I've been involved in the life and leadership of St. John's for many years serving as senior warden, treasurer, Search Committee chair, Finance Committee chair and others. I have experience in developing compensation packages for clergy and lay employees. Professionally I'm responsible for

managing and implementing advertising budgets of various sizes. This experience has helped teach me the importance of being able to allocate resources to their maximum effectiveness. After serving as the Search Committee chair for St. John's, I felt a strong calling to share my experiences and talents with other congregations and the diocese as a whole. I believe that the Compensation and Benefits Committee is an area where I can be of service.

**Nominated by Mrs. Anne B. Gross**

I have known Liz through her three years of service on the Compensation and Benefits Committee and thoroughly appreciate her in-depth knowledge and understanding of human resources as well as compensation practices and issues. Liz is enthusiastic and energetic and is extremely knowledgeable of Human Resources requirements, practices, and possibilities especially as they apply to smaller congregations. She is concerned about promoting equitable compensation and benefits practices for both clergy and lay employees throughout the diocese. Her ability to understand and apply key human resources factors make her an invaluable member of the Compensation and Benefit Committee.



**Ms. Christine Schmitz**

St. Barnabas', Sykesville

Occupation: Investment advisor, Certified Public Accountant, Director, Wealth Advisory Services, Glass Jacobson Investment Advisors, LLC.

As a member of St. Barnabas Episcopal Church, I have been active in guiding and overseeing the financial responsibilities of the church for the last 14 years in my role as Chair of the Finance Committee and most recently as acting Treasurer. Through this time, I have become well acquainted with the compensation and benefit guidelines of the Diocese of Maryland. I believe I have the skills to be of value to the work of the Compensation and Benefits Committee. During my career as an investment advisor and CPA, I have worked with many individual clients assisting them with their financial matters. I see the opportunity to work with this committee as an extension of my current work life. I have also served on other nonprofit boards and committees including the Peabody Institute Advisory Board, Women's First International Fund, and AAUW of Maryland.

**Nominated by: The Rev. Timothy H. Grayson**

A quick glance at Christine's short biographical statement will reveal how well qualified she is to serve on the Diocese's Compensation & Benefits Committee. Apart from her skills as a CPA and investment advisor, she is well versed in all matters concerning the financial health of a parish and would bring that knowledge to bear in this new role. Importantly, she has also served on other nonprofit boards and committees. Christine has helped St. Barnabas Parish stay the course through some difficult times over the years. She has been the steady hand on the church's financial tiller, and I have no doubt that her knowledge and experience would make her a valuable contributor to the Compensation and Benefits Committee.

## Clergy Nominees



### **The Rev. Christopher Pyles**

Grace & St. Peter's, Baltimore

Occupation: Rector

I am rector of Grace & St. Peter's in Mt. Vernon. While at my last parish in Central Pennsylvania, I served on many diocesan committees, including Compensation & Benefits, and hope to be of service in a similar way to the Diocese of Maryland at this time. I enjoy working with budgets and understand the delicate balance between offering competitive benefits while not burdening congregations with onerous premiums. As a priest and rector I am mindful of being called to "share in the councils of the

church," and I would be honored to serve if elected to the Compensation and Benefits Committee.

### **Nominated by: The Rev. Dr. Jason A. Poling**

I am pleased to nominate the Rev. Christopher Pyles to serve on the Compensation & Benefits Committee. His prior service on this committee in the Diocese of Central Pennsylvania, including service as Chair, would enable him to bring additional perspective to our work. I know Chris to be a faithful priest with a clear understanding of parish finances, and I am sure that he would work well with the other members of our committee.



### **The Rev. Henrietta Wiley**

Trinity, Towson

Occupation: Rector

The area of Compensation and Benefits is fundamentally stewardship. Now that I am settled into a parish as rector, I have a much firmer grasp of both budgetary and equity issues and the need to attend to both from a Gospel perspective.

I have just been through a grueling round of personnel issues in my parish, including revamping the personnel manual, revising all our job descriptions, separating from a long-time staff member, and the need to rapidly hire a replacement. I am well-primed for the work of this team and

would appreciate the chance to *collaborate* on how we best allocate our resources for the wellbeing of clergy, lay staff, and the whole diocese.

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

I have known Rhetta since she came to our diocese a few years ago. She is a talented, dedicated, and energetic priest with an academic background that would be helpful to her and the committee in this position. As stated in her nomination form, Rhetta's experience as a rector has given her a good grasp of the financial and equity issues that are necessary to ensure that a parish runs fairly and efficiently. Importantly, she would approach her responsibilities on this committee with the Gospel

values firmly in mind, which is always good to hear. I am pleased to nominate her for this position and believe she will do a first-class job on behalf of the clergy and laity of our diocese.

## Diocesan Council Member at Large:

Elect two lay persons and one cleric until 2024

Elected persons remaining after convention 2021:



Ms. Nona Diggs (2022)



Mr. Curtis Landen (2022)



The Rev. Vaughn Vigil (2022)



Ms. Jacque Gutman (2023)



The Rev. Nathan A Erdman (2023)

Mr. H. Russell Wright, Jr. (2023)



## Lay Nominees

### **Mr. Benjamin F. Brown**

St. Stephen's, Severn Parish

Occupation: Retired, Senior Executive, Maryland State Agency, large financial institutions and not-for-profit organization

I have successfully performed all the responsibilities and activities outlined in the Diocesan Council description as a senior executive in a significant state agency, two large financial institutions, and an active group of international not-for-profit organizations. As a life-long Episcopalian, I have been active in the leadership of two congregations and limited involvement as a leader in the Dioceses of Virginia some years ago. I believe I have the time and energy for this three-year commitment and will bring an experienced and somewhat unique view to efforts to achieve the mission, objectives, and goals of the Diocese of Maryland as it seeks responses and solutions to a myriad of current and future issues.

### **Nominated by: The Rev. Victor Hailey**

I have worked with Ben as he has served on the vestry or as the registrar at St. Stephen's during my entire time with the parish. His experience as an executive at a state agency, and his council has been invaluable to us as he also serves on our finance committee. Ben is a lifelong Episcopalian whose deep faith informs every facet of his life, and I have no doubt that he would be a great service to Diocesan Council and the Diocese of Maryland.



### **Ms. Karen Carrington Fletcher**

St. James', Baltimore

Occupation: Attorney

I always looked for opportunities to help others and would be excited to serve on the Diocesan Council. I am a member of St. James' Episcopal Church (Baltimore City) and served on its Vestry for eight years, mainly as the Rector's Warden. I worked with the congregation and the Diocese to address financial issues at my church. I also oversaw a clergy transition process, which resulted in a clergy-sharing arrangement with the Church of St. Michael & All Angels.

Professionally, I have been an attorney with the U.S. Department of Agriculture for 20 years. During my tenure, I have served as the Chief-of-Staff to a General Counsel and participated in interagency working groups addressing legal and policy issues.

Because of my church and professional experience, I am well suited to serve as a member of the Diocesan Council. Thank you for considering my candidacy for this position.



**Nominated by: The Rev. Richard D. Meadows, Jr.**

I proudly write this letter of recommendation for Atty. Karen Carrington Fletcher. I have known Karen since my appointment as Priest in Charge at St. James. I was able to observe Karen as someone who would bring a peaceful and quiet grace to the Vestry as Senior Warden. Her job was difficult because of the transitioning of the church by the vacancy of the last Rector. She is proven to be worthy of a call to the councils of this Diocese. St. James applauds her and she holds the respect of the people.

Karen has years of experience in working with the citizens of Baltimore Maryland and will be an asset to Diocesan Council. She is a wonderful example of grace, from my experience of working with her when she served as Senior Warden.

## Clergy Nominees



**The Rev. Margaret S. Brack**  
St. Thomas', Hancock  
Occupation: Priest-in-Charge

I would like to serve on the Diocesan Council because I feel that I will be able to contribute due to my extensive experience in church ministry, service and parish administration. Prior to my ordination I have worked in several churches in leadership roles and on a national level. I serve as a Kindred Coach, Green Grace and support bills in our local government benefiting the community. Locally, I am on the Rotary, Arts Council and involved in many community projects and events. I also am an independent mentor to two youth in Anne Arundel and Baltimore Counties and a financial supporter of the Sutton Scholars. My hope is to support current diocesan projects and aid in creating new ones.

**Nominated by: Ms. Pamela J.S. Mann**

I am pleased to nominate Margaret Brack for Diocesan Council. Margaret came to St. Thomas', Hancock as priest-in-charge right after her ordination in June of this year. Since that time, she has already extended her ministry beyond her parish family to become an active part of the community she serves. Prior to receiving her Master of Divinity from Nashotah House Theological Seminary, she served as a music minister, outreach intern, worship leader, and a host of other ministries. Margaret has a heart for service. She has held numerous leadership and team roles that make her uniquely suited to serve effectively on Diocesan Council. Her enthusiasm in all she does, and her diverse life experiences make her an excellent candidate for this position.



**The Rev. Todd Young**

St. John's, Hagerstown

Occupation: rector

I am running for Diocesan Council because it is part of the charge of ordained ministry to "take [my] share in the councils of the Church." I was ordained to the priesthood in 2004 and served in Montana and Oregon before being called as rector of Saint John's, Hagerstown, in November. I was recently invited by the Rev. Ramelle McCall to serve as part of the liturgy team for General Convention 2021. I serve on the board of the Hagerstown Area Religious Council working to promote interfaith cooperation and understanding. I have also officiated high school football for the past 30 years. Not

being from Maryland, I believe I could bring an outside perspective to issues we are facing.

**Nominated by: Ms. Louise Lamb**

Fr. Todd Young has many qualities that I believe would make him an asset to the Diocesan Council. Fr. Todd is an intelligent, discerning, cooperative and caring person. As senior warden, I have seen him relate well with people individually and in groups large and small. He listens to others respectfully and considers all aspects of issues before making decisions. He isn't afraid to try new ideas, such as his starting an informal monthly Q&A session on all things Episcopal after Sunday's services. He is a leader but gently encourages others to take on responsibilities, too. Everything he does or contemplates is for the wellbeing of our church, our community, our country, and the world guided by the spirit of God's love.

## Disciplinary Board:

Elect two lay persons and one cleric until 2024

Elected persons remaining after convention 2021:



Mr. John Henderson (2022)



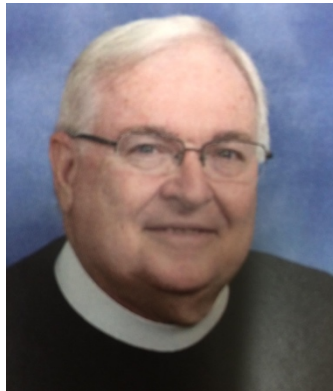
The Rev. Arianne Rice (2022)



The Rev. Alistair So-Schoos  
(2022)



Mr. Stephen E. Alpern (2023)



The Rev. Frank H. Bailey  
(2023)



The Rev. Taylor Smith (2023)

## Lay Nominee



**Ms. Alma Thompson Bell**

St. David's, Roland Park

Occupation: Retired

I would like to serve on the Disciplinary Board because of the many years of experience I have had interacting with clergy at various levels including as a Vestry member, Junior and Senior Warden, President of the Standing Committee, member of search committees for Rector and for Bishop and member of the General Convention Committee on the Consecration of Bishops. These experiences have helped me to see the work of clergy from many perspectives and to understand the challenges involved. As a retired person, I will have the time to do the work of the Board, if it is called upon. Beyond my church involvement, I am active with the Samaritan Committee at Memorial Church and Paul's Place.

**Nominated by: The Rev. Scott P. Bellows**

I have known Alma Bell for over 20 years: through our interconnecting leadership roles in the diocese, participation together in three General Conventions, and now as a highly valued member of St David's Church, where she is active in Outreach ministries and as a member of the Vestry. Alma is a person of unfailing integrity with a keen understanding of, and appreciation for, the roles and responsibilities of both clergy and laity in the church. She is well versed in the Constitution and Canons of The Episcopal Church and the Diocese of Maryland and I believe she would be a fair and considerate participant in the work of the Disciplinary Board. Alma has my highest recommendation for this important responsibility.



**The Hon. Enechi A. Modu**

St. Luke's, Baltimore

Occupation: administrative judge for U.S. Equal Employment Opportunity Commission

I am running to continue my position on the Disciplinary Board because I value service and believe that my skills would continue to be useful to the board. For the past 20 years, I have served as an administrative judge for the U.S. Equal Employment Opportunity Commission. I hear employment discrimination cases, mediate claims and adjudicate the complaints. I attended St. Luke's Church in West Baltimore until it closed recently and served on its Youth Ministry Board. I have also served on the Committee on Canons in preparation for Diocesan Convention for the past five years. The Disciplinary Board is a wonderful opportunity to use the talents and skills that God has given me for the benefit of my community.

**Nominated by: the Rev. Jane Mayrer**

I enthusiastically nominate Enechi Modu to the Disciplinary Board. As an administrative judge for the U.S. Equal Employment Opportunity Commission, Enechi understands legal issues and procedural due process. She is skilled at scrutinizing evidence and striving for just outcomes. I have

worked with Enechi for close to seventeen years, first at the Cathedral of the Incarnation and then at St. Luke's Church in West Baltimore. I can vouch for her integrity, her commitment to fairness and justice, and keen intelligence. Most of all, I know her as a person of faith who seeks to bring Christian values to all she does. In light of her skills, talents, experience, and commitment, Enechi would be an excellent addition to the Disciplinary Board.

## Clergy Nominee



**The Rev. Miriam (Mimi) Mathews**

Grace, Elkridge

Occupation: Retired

I have served on this committee previously and felt that I was able to offer a bit different perspective because of my law enforcement background and as a deacon. I serve on the Program and Budget Committee as well as the Middendorf Committee for the diocese. I am a volunteer chaplain for Howard County Police Department and the Howard County General Hospital. I serve as a deacon at Grace Church, Elkridge.

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

Mimi has served on the board (and its predecessor, the Ecclesiastical Court), on three occasions during my tenure as presiding judge of the Ecclesiastical Court and president of the Disciplinary Board. I have also known Mimi for many years prior to her service. I am pleased to nominate her and commend her election to the board. I know her to be a dedicated, honorable person with outstanding judgment and human relations skills. Her background in law enforcement is a major asset to the Board. She is an outstanding candidate for this position and will serve the board well as she has in the past.



## Standing Committee:

Elect one lay person and one cleric until 2025

Elected persons remaining after convention 2021:



The Rev. Adrien P. Dawson (2022)



Mr. David Boyce (2022)



Ms. Kari-Ann Lynne (2023)



The Rev. Kathy A. Shahinian (2023)



The Hon. John Henderson (2024)



The Rev. Diana E. Carroll (2024)

## Lay Nominees



### **Mrs. Anne Gross**

Middleham & St. Peter's, Lusby

Occupation: Retired Human Resources Specialist

I have been an Episcopalian my entire life and served in several roles at 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 18 years.

**Nominated by: the Rev. Nathan Beall**

I have worked with Anne Gross for over a year, and she has proved invaluable to my ministry as rector of Middleham and St. Peter's. In addition to her administrative work of answering phones, printing bulletins, and recording giving statements, she is able to give me thorough pastoral notes on almost anyone in the parish prior to my visiting or calling them. This results from her many years of cultivating relationships among our people. She is involved in numerous ministries of our church, including the Episcopal Church Women, Daughters of the King, and Altar Guild. She provides a personal touch to all of her ministry through thoughtful notes, phone calls, and gifts. These faithful ministries to our parish, combined with her previous diocesan experience on the Diocesan Council and Compensation and Benefits Committee, and her lifelong experience as an Episcopalian in various dioceses, renders her a strong candidate for the Standing Committee.



**Kate McAllister**

St. Francis, Timonium

Occupation: Concierge at Symphony Manor

I was invited to run for this office by my clergy at St. Francis. Presently I'm a concierge at an assisted living and memory care facility. Before that, I worked at the former Epiphany Church for nine years as the program coordinator for Neighbor-to-Neighbor. I was fortunate to come in on the ground floor to co-create the eviction prevention and rapid re-housing program that has now expanded into St Francis Community Center. In my years of ministry, I have taken on many roles, been to some amazing trainings, and would humbly consider myself a leader. Most recently I was on a diocesan-

wide discernment team. I would contribute a fresh perspective, bold honesty, critical thinking, compassion, some humor and a willingness to learn.

**Nominated by: The Rev. Kristofer Lindh-Payne and the Rev. Amy Slaughter Myers**

Kate is a creative thinker, an excellent listener, and passionate about leading the church in living out its mission in the world. She has held a wide range of leadership positions in the church and in non-profits both as volunteer and staff. She is compassionate, deeply spiritual and is energized by different perspectives on complex and important issues. Kate manages confidential information with the highest level of professionalism and is able to navigate sensitive situations with grace and integrity. She is courageous and faithful and willing to speak hard truths in ways that people can hear and learn from. Kate loves the Episcopal Church and longs to see it become more transformed into the loving, liberative community that God desires.



## 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. Matthew provides faithful leadership in a congregation which has grown in number and in spirit over the past six years. The average Sunday attendance has grown by 49% and community engagement has increased, including a 150% jump in facilities use by outside groups. I believe the diocese would benefit from Matthew's sound ministry experience, prayerful manner, and demonstrated commitment on Standing Committee as it serves as the bishops' council of advice.



**The Rev. Travis Smith**

Grace Church, Elkridge

Occupation: Rector

I have been Rector of Grace Elkridge for the last eight years. During this time Grace has discerned with two candidates for the priesthood, built a food pantry for those with food insecurity who struggle with any or all eight of the most common allergens, and transformed its Early Learning Center to care for the children of essential workers during the pandemic. During the last three years I have served on Diocesan Council, and as its chaplain for the last two years. I have led "Seeing the Face of God in Each Other" workshops from Lappans to Ellicott City. I will bring a passion not just for evangelism and social justice, but also the institutional care and governance of the diocese.

**Nominated by: The Rev. Ramelle McCall**

I offer my complete assurance and consideration that Rev. Travis Smith could add tremendous value to the Standing Committee. He has shown wise and prayerful administrative skills as Rector of Grace Episcopal Church, and Director of Grace Early Childhood Center in Elkridge, MD. Rev. Smith has also offered leadership in facilitating Safeguarding God's Children and People, anti-racism training, and the Truth and

Reconciliation Commission for the Episcopal Diocese of Maryland. In my opinion, Rev. Smith has shown himself to be honorable, steadfast, and obedient to all that Christ has called him to accomplish. I truly believe that Rev. Smith can be a great support to the Standing Committee.

## Resolutions

### Resolution 2021-01

**Title:** Clergy and Lay Employee Compensation

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

**RESOLVED**, that the 237<sup>th</sup> Convention of the Diocese of Maryland, meeting November 12 - 13, 2021, 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 \$12.86 for Garrett County; \$13.16 for Allegany County; 13.51 for Washington County; \$15.84 for Anne Arundel, Baltimore County and City, Howard, Harford, and Carroll Counties; and \$19.82 for Calvert and Frederick Counties; 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 2022 is the total of a 5% Cost of Living Adjustment (COLA) on the 2021 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 2022:

- 1 service between \$200 and \$300 plus travel expenses
- 2 services between \$225 and \$350 plus travel expenses
- 3 services between \$275 and \$400 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 \$150.
- Mileage and travel expenses should be paid in accordance with the Internal Revenue Service guidelines; and be it further

**RESOLVED**, that congregations are required to reimburse supply clergy for actual mileage traveled to and from the parish, at prevailing IRS rates. IRS rules for deducting "unreimbursed business expenses" make it imperative that congregations issue separate checks for business expense

reimbursements (e.g., mileage) and honoraria or stipends. These reimbursements must not be mingled in the same check. At the end of 2021, the mileage reimbursement rate is \$0.575 per mile; and be it further

**RESOLVED**, that 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; and be it further

**RESOLVED**, that for clergy on the congregation's payroll, the cost of commuting from home to work cannot be reimbursed as a travel expense. However, such clergy are to be reimbursed for other travel expenses and mileage on church business (for instance, hospital visits, travel to conferences, etc.). Mileage reimbursements should not be included in any reporting of earnings for year-end W-2s; and be it further

**RESOLVED**, that, 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; 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 full time associate and assistant clergy correspond to at least the minimum of the range for a cleric in charge of a family-sized congregation; 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 \$68,375, 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 2022. 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. For newly ordained clergy, the chart 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. For more experienced lead clergy, the chart shows the suggested minimum TAC based on the number of years since ordination;

Total Assessable Compensation (TAC) Chart for Full Time Rectors, Vicars, and Priests-in-Charge					
Congregation Size	Family (ASA <76)	Pastoral (76 - 140)	Transitional (141 - 225)	Program (226 - 400)	Corporate (>400)
TAC Medians and Ranges					
Median TAC	\$82,260	\$89,192	\$112,511	\$133,109	\$166,625

TAC Range	\$68,376 - \$114,716	\$81,080 - \$115,356	\$87,388 - \$135,680	\$118,858 - \$148,712	\$146,562 - \$187,240
Years since Ordination:	<b>Minimum TAC for Lead Clergy who have been ordained 10 or fewer years</b>				
1 (Minimum of TAC range)	\$68,375	\$81,080	\$87,388	\$118,858	\$146,562
2	\$69,945	\$82,012	\$90,214	\$120,486	\$148,849
3	\$71,488	\$82,914	\$93,006	\$122,070	\$151,079
4	\$73,031	\$83,816	\$95,798	\$123,654	\$153,309
5	\$74,573	\$84,696	\$98,590	\$125,238	\$155,540
6	\$76,117	\$85,619	\$101,382	\$126,821	\$157,770
7	\$77,660	\$86,521	\$104,174	\$128,405	\$160,000
8	\$79,202	\$87,422	\$106,966	\$129,978	\$162,230
9	\$80,745	\$88,324	\$109,758	\$131,572	\$164,460
10 (Median of TAC range)	\$82,260	\$89,192	\$112,511	\$133,160	\$166,688
Years since Ordination:	<b>Minimum TAC for Lead Clergy ordained more than 10 years.</b>				
15	\$87,196	\$94,544	\$119,261	\$141,150	\$176,689
20	\$92,428	\$100,216	\$126,417	\$149,619	\$187,290
25	\$97,973	\$106,229	\$134,002	\$158,596	\$198,527

It is expected that the TAC of parochial clergy will increase in a manner that increases the cleric's position within the appropriate range. The annual recommended salary increase for 2022 shall be the total of a 5.0% Cost of Living Adjustment (COLA) on the 2021 salary plus a salary adjustment based on responsibilities and performance. Consideration also should be given to the ordained service of clergy originally ordained in a denomination other than the Episcopal Church (subject to the approval of the bishop). And be it further

**RESOLVED**, that 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, 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 adjustment (COLA) 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) at the end of August before the November 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 5.0% 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% 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 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.

## Resolution 2021-2

**Title: Amendments to the Constitution and Canons of the Episcopal Diocese of Maryland**

Submitted by: Convention Planning Committee, Diocesan Council

**RESOLVED**, that the 237th convention of the Diocese of Maryland amend the Constitutions and Canons of the Episcopal Diocese of Maryland by the addition of the following below. Proposed additions are underlined for emphasis and clarity only.

**Article 1.** There shall be an annual meeting of the Convention of the Protestant Episcopal Church in the Diocese of Maryland within such thirty-one day period as may be prescribed from time to time by Canon, on such date and at such place within the Diocese as may be fixed by the Bishop with the advice and consent of the Standing Committee. Notice of the time and place of each annual meeting shall be given by the Secretary of the Convention as provided in Article 8 hereof. For good cause, the Bishop with the advice and consent of the Standing Committee may call for the annual meeting to be held using “virtual” online meeting technology.

**Article 3.** Twenty members of the Clerical and twenty of the Lay Order shall constitute a quorum for the transaction of business; but a smaller number may adjourn. In case the right of any member of the Clergy to a seat in Convention shall be disputed, it shall be determined by the Convention according to this Constitution. In the case of an annual meeting held online, twenty members of the Clerical Order and twenty members of the Lay Order who are logged in online shall constitute a quorum for the transaction of business.

### CANON 1-200

#### Of the Annual Meeting

The annual meeting of the Convention shall be held on such date of each year and at such place as may be fixed by the Bishop with the advice and consent of the Standing Committee. For good cause, the Bishop with the advice and consent of the Standing Committee may call for the annual meeting to be held virtually, rather than in person, using online meeting technologies to gather a quorum and conduct necessary business.

### Explanation

As we enter our second year in a pandemic, these changes would make it simpler to allow for virtual business to be conducted without the necessity of temporarily amending our Rules of Order or asking people to be physically present while possibly putting their health at risk.

Any changes to the articles in the Constitution would require two consecutive votes of affirmation by convention.

## **Resolution 2021-3**

**Title:           Regarding the Maryland Environmental Human Rights Amendment**

Submitted by: The Maryland Episcopal Public Policy Network; GreenGrace; The Rev. Ken Phelps, Jr., Rector, All Saints Parish; The Rev. Linda Boyd; The Rev. Kathy Shahinian, St. Anne's Parish, Annapolis; The Rev. Margaret VanAuker, Deacon Emeritus, All Saints Parish; The Rev. Joanna White; The Rev. David Ware, Rector, The Episcopal Church of the Redeemer; The Rev. Diane Fadely; The Rev. Diana Carroll, Rector, St. Luke's Episcopal Church; The Rev. Richard Meadows, Jr., Rector, St. James, Lafayette Square; St. Michael and All Angels; The Rev. Gray Maggiano, Rector, Memorial Episcopal Church; the Rev. Corby Zeren; The Rev. Ellen Hurwitz; The Rev. Margaret S. Brack; Rabbi Nina Beth Cardin, MDEHR; Ms. Claire Miller, St. Luke's, Eastport; Mr. Dick Williams, Memorial, Baltimore; Ms. Paulette Hammond; Ms. Ellen Hoitsma; Ms. Lynn Mortoro, Mr. Glenn Mortoro; Dr. Bernadette Roche, Church of the Transfiguration; Mr. Alvin Collins, St. Anne's Annapolis

**RESOLVED**, that the 237th Convention of the Diocese of Maryland calls upon the Maryland General Assembly, commencing January 12, 2022, to pass the Maryland Environmental Human Rights Amendment. This amendment to the Declaration of Rights section of the Maryland Constitution would guarantee that every person, as a matter of basic human dignity, has a fundamental and inalienable right to a healthful and stable environment. It would codify that the State is trustee of Maryland's natural resources, including its air, lands, waters, wildlife, and ecosystems, for the benefit and enjoyment of both present and future generations; and be it further

**RESOLVED**, that the secretary of convention be instructed to share this resolution with Senate President Ferguson, Senate Majority Leader King, Senate Minority Leader Simonaire, Speaker of the House Jones, and House Minority Leader Buckel; and be it further

**RESOLVED**, that all clergy and lay members of the Diocese of Maryland and their partners in mission be invited to become advocates for the passage of this amendment by the General Assembly and for its ratification in the general election of 2022.

### **Explanation**

Contemporary society provides us with a host of environmental challenges, too many for our state legislature to be able to reasonably handle in its short 90-day sessions. This amendment provides a safety net that encompasses a broad array of issues, preventing environmental degradation, both now and in the future.

The environmental laws and policies our lawmakers have passed are not currently secure. Future administrations and legislatures can reverse or repeal those laws, or differentially enforce them. Even for laws already on the books, insufficient enforcement leads to noncompliance due to a lack of oversight. We need these laws.



A constitutional amendment will offer the strongest, broadest, and most durable legal tool for environmental protection of all citizens of Maryland and especially those communities disproportionately burdened by environmental degradation.

By placing the amendment in the State constitution's Declaration of Rights, it carries the same legal and moral weight as other fundamental civil rights.

By assuring that every person has a right to a healthful environment, this amendment enables those who suffer from environmental degradation, or who are threatened with harm by proposed actions to the environment around them, to challenge those actions as people whose rights have been violated. Without this amendment, individuals who suffer harm appear as supplicants before the law requesting that somehow the public interest be interpreted to protect the environmental values from which they should benefit. This amendment enables them to stand before the law as claimants to their right to a healthful environment, a right that stands on par with all other civil rights.

### **The Need for a Fundamental Constitutional Right** - The strongest legal protection provided

In 1973, Maryland's General Assembly passed the Maryland Environmental Policy Act, establishing and recognizing that every Marylander has the "fundamental and inalienable right to a healthful environment." Regrettably, that right has yet to become a reality in our state. Without that right, our state's biosystem—essential for our physical, economic and social health—continues to be subject to unnecessary harms. Without that right, communities of color and low income suffer disproportionate concentrations of pollution and environmental degradation. In a state with siloed laws and lagging compliance, a constitutional right would fill in the gaps and act as a true guardrail to prevent the most egregious forms of harmful state action now and for future generations. A constitutional right, as opposed to a regular law, would ensure that environmental protection is the highest obligation of the government, guiding governmental decisions, and not just an aspirational goal that could be amended at any point in time.

### **A Healthier Place to Live** - Less Pollution Means Better Health

As constitutional guardians of our natural resources, Maryland state officials would be:

- (a) constitutionally obligated to protect the environment and ensure Marylanders are not harmed by preventable environmental degradation, and
- (b) legally prevented from permitting egregious harm to public natural resources that would violate the constitutional right.

Every person deserves the fundamental right to a stable, healthful environment.

### **A Backstop for Better Decision Making** – A Smarter Way Forward

This right would require state decision-makers to

- (a) consider the full extent of harm resulting from any given proposal and
- (b) consider whether a proposed project increases existing degradation - considering both individual and cumulative impacts of harm.

An Environmental Human Rights amendment would provide the impetus for new laws and regulations that better protect the environment and the health of Marylanders.

### **This Resolution is consistent with the Resolutions Passed by General Convention...**

In 2012, 2015 and 2018, the General Convention has addressed certain aspects of environmental human rights and environmental justice.

Resolution 2015-C013; "Oppose Environmental Racism"

Resolved, That the 78th General Convention of **The Episcopal Church recommit to oppose environmental racism**, expressed in such ways as the locating of extraction, production, and disposal industries where they disproportionately harm neighborhoods inhabited by people of color and low-income communities.

Resolution 2012-B023; "Seek Environmental Justice"

*Resolved*, That the 77th General Convention of The Episcopal Church stands in solidarity with those communities who bear the greatest burdens of global climate change: indigenous peoples, subsistence communities, communities of color, and persons living in deprivation around the world; and be it further

*Resolved*, That the 77th General Convention **calls on congregations, institutions, dioceses, and the Domestic and Foreign Missionary Society of The Episcopal Church to support policies that provide tangible benefits to overburdened "frontline" communities (those already experiencing the impacts of climate change) and "fence-line" communities (those suffering in body and spirit for their proximity to the extraction and processing of fossil fuels);** and be it further

*Resolved*, That the 77th General Convention calls on congregations, institutions, dioceses, and the Domestic and Foreign Missionary Society of The Episcopal Church, to work for the just transformation of the world's energy beyond and away from fossil fuels (including all forms of oil, coal, and natural gas) and toward safe, sustainable, renewable, community controlled energy, and that fossil fuel workers and their families be supported during the transition to a "post-carbon" society; and be it further

*Resolved*, That the 77th General Convention calls on congregations, institutions, dioceses, and the Domestic and Foreign Missionary Society of The Episcopal Church to resist the development and expansion of ever more unconventional, dangerous, and environmentally destructive sources of fossil fuel and move toward conversion to more sustainable sources; and be it further

*Resolved*, That the 77th General Convention calls on congregations, institutions, dioceses and the Domestic and Foreign Missionary Society of The Episcopal Church to support the self-determined aspirations of communities around the world, who, like the Iñupiaq Community of Kivalina, Alaska, having emitted minimal amounts of carbon and having received negligible material benefit from fossil fuel consumption, nevertheless bear the brunt of climate-change impacts; and be it further

*Resolved*, That the 77th General Convention **calls on congregations, institutions, dioceses and the Domestic and Foreign Missionary Society of The Episcopal Church, including Episcopal Relief and Development, to support the implementation of grassroots, community-based solutions to climate change, including, but not limited to, adaptations to improve local resilience, to build local food sovereignty, to support ecological restoration and economic re-localization.**

Resolution 2018-A011, "Affirm Commitment to Address Environmental Racism"

*Resolved*, That the 79th General Convention **affirm the need for governments, private industry and all people to act to protect the health of all persons from unsafe and unhealthy exposures**

**to air and water pollution, toxic substances, or radiation in their food, water supply, living quarters, and workplaces; and be it further**

*Resolved*, That the Church recommit to the excellent work done by previous General Conventions of The Episcopal Church, specifically resolutions 2000-D005, 2012-B023, 2012-C079, and 2015-C013 and that General Convention **affirm that no community**, especially poor communities, those who live closest to the land in subsistence cultures, and members of marginalized ethnic groups, should **bear a disproportionate risk of environmental pollution or degradation; and advocate for and support policies that protect these populations and the sanctity of communities and the livelihood of future generations** from the disparate impact of climate change and environmental degradation; and be it further

*Resolved*, That General Convention direct the formation of a Task Force, not to exceed twelve people, including attorneys, health professionals, environmental professionals, and bishops and other clergy to study and report specific recommendations for appropriate changes in federal, state, or local law so that effective judicial remedies, based on a showing of disproportionate health or environmental impact on those living closest to the land in subsistence cultures, ethnic minorities or poor communities, can be obtained to address unwise governmental decisions with respect to land use, industrial, energy and transportation development, and application of environmental standards; and be it further

*Resolved*, That the Task Force will report to Executive Council by the end of 2019; and be it further

*Resolved*, That Program, Budget and Finance consider a budget allocation of \$30,000 for the work of the Task Force for the Triennium.

#### **Partial Text of HB 0082 (2021 General Assembly Session):**

##### Constitutional Amendment – Environmental Rights

FOR the purpose of proposing an amendment to the Maryland Constitution to establish that every person has the fundamental and inalienable right to a certain healthful environment; specifying that the State's natural resources are the common property of every person; specifying that the State is trustee of the State's air, land, water, living, and historic resources, which shall be protected, preserved, and enhanced for the benefit of all the people of the State, including future generations; prohibiting the State or a political subdivision of the State from causing unreasonable diminution of or degradation to the State's natural resources; prohibiting the State or a political subdivision of the State from infringing on certain rights; establishing that every person has the right to intervene in an action brought by the State or a political subdivision of the State to protect certain rights; authorizing the State, a political subdivision of the State, or any person to enforce certain rights; and submitting this amendment to the qualified voters of the State for their adoption or rejection.

BY proposing an addition to the Maryland Constitution Declaration of Rights Article 48

SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND, (Three-fifths of all the members elected to each of the two Houses concurring),

That it be proposed that the Maryland Constitution read as follows:

Declaration of Rights

ARTICLE 48. 2 HOUSE BILL 82

(A) THAT EACH PERSON HAS A RIGHT TO A HEALTHFUL ENVIRONMENT (CONFERRAL OF RIGHTS)

(B) THAT THE STATE IS THE TRUST OF MARYLAND'S NATURAL RESOURCES AND MUST THEREFORE TAKE CARE OF IT ON BEHALF OF ITS BENEFICIARIES WHO ARE BOTH PRESENT AND FUTURE GENERATIONS

SECTION 2. AND BE IT FURTHER ENACTED, That the General Assembly determines that the amendment to the Maryland Constitution proposed by Section 1 of this Act affects multiple jurisdictions and that the provisions of Article XIV, § 1 of the Maryland Constitution concerning local approval of constitutional amendments do not apply.

SECTION 3. AND BE IT FURTHER ENACTED, That the amendment to the Maryland Constitution proposed by Section 1 of this Act shall be submitted to the qualified voters of the State at the next general election to be held in November 2022 for adoption or rejection pursuant to Article XIV of the Maryland Constitution. At that general election, the vote on the proposed amendment to the Constitution shall be by ballot, and on each ballot there shall be printed the words "For the Constitutional Amendment" and "Against the Constitutional Amendment", as now provided by law. Immediately after the election, all returns shall be made to the Governor of the vote for and against the proposed amendment, as directed by Article XIV of the Maryland Constitution, and further proceedings had in accordance with Article XIV.

Our mother is dying. There may still be time to save her, but we must act swiftly and definitively to accomplish that goal.

## Resolution 2021-04

**Title:           Regarding African American History in Public Schools – Development of Content Standards and implementation**

Submitted by:

The Maryland Episcopal Public Policy Network; The Rev. Dr. Pauli Murray Chapter of the UBE; The Rev. Canon Christine L. McCloud, Canon for Mission; The Rev. Pamela Conrad, Truth and Reconciliation Commission, Chair; The Rev. Kathy Shahinian, St. Anne's Annapolis; The Rev. Ken Phelps, Jr., All Saints Parish; The Rev. Matthew Humm, St. Paul's, Prince Frederick; The Rev. Canon The Rev. Linda Boyd; The Rev. Richard Meadows, Jr., St. James, Lafayette Square; St. Michael and All Angels; The Rev. Margaret VanAuker; The Rev. Vaughn Vigil, The Church on the Square; The Rev. Diana Carroll, Rector, St Luke's Episcopal Church; Ms. Carrie A. Brown; Ms. Lynn Mortoro; Mr. Glenn Mortoro

**RESOLVED**, that the 237<sup>th</sup> Convention of the Diocese of Maryland calls upon the Maryland General Assembly, commencing January 12, 2022, to pass The Public Schools: African American History Development of Content Standards and Implementation Act, relating to the development and implementation of an African American history curriculum in public schools; and be it further

**RESOLVED**, that the secretary of convention be instructed to share this resolution with Senate President Ferguson, Senate Majority Leader King, Senate Minority Leader Simonaire, Speaker of the House Jones, and House Minority Leader Buckel; and be it further

**RESOLVED**, that all clergy and lay members of the Diocese of Maryland and their partners in mission be invited to become advocates for the development of this curriculum on the State and local level and be encouraged to contact their state and local representatives to voice their support.

### **Explanation**

House Bill 0011 - Public Schools – African American History – Development of Content Standards and Implementation Act - was introduced to the Ways and Means Committee in January of 2021 and did not make it out of committee. The text of the proposed bill is below. A new version will be pre-filed in November. This resolution will give the Public Policy Network some leverage in Annapolis, assist in the development of allies and also provide support for parishes in their local communities as they work with local school boards which seek to implement anti-racism and restorative justice practices along with changes to their current curriculum, and who would welcome our support, consistent with our own anti-racism initiatives:

HB 0011 – (2021 Session)

(A)

(1) ON OR BEFORE DECEMBER 1, 2021, THE STATE BOARD DEVELOP CONTENT STANDARDS FOR AFRICAN AMERICAN HISTORY TO BE INCLUDED IN THE STATE STANDARDS AND FRAMEWORKS IN SOCIAL STUDIES.

(2) THE CONTENT STANDARDS FOR AFRICAN AMERICAN HISTORY SHALL INCLUDE CONTENT ON THE FOLLOWING TOPICS:

(I) THE HISTORY OF AFRICAN PEOPLE BEFORE POLITICAL CONFLICTS THAT LED TO SLAVERY;

(II) THE CONTRIBUTIONS OF AFRICAN AMERICANS TO SOCIETY;

(III) SLAVERY AND ABOLITION;

(IV) JIM CROW LAWS;

(V) THE 1921 TULSA RACE MASSACRE;

(VI) SOCIAL INJUSTICE AND POLICE BRUTALITY; AND

(VII) ANY ADDITIONAL TOPICS DETERMINED TO BE RELEVANT BY THE STATE BOARD.

(B) EACH COUNTY BOARD SHALL DEVELOP AND IMPLEMENT AGE-APPROPRIATE CURRICULUM GUIDES FOR AFRICAN AMERICAN HISTORY SUBJECT TO THE CONTENT STANDARDS ESTABLISHED UNDER SUBSECTION (A) OF THIS SECTION.

(C) BEGINNING IN THE 2022–2023 SCHOOL YEAR, EACH PUBLIC SCHOOL IN THE STATE SHALL INCLUDE AFRICAN AMERICAN HISTORY IN THE SOCIAL STUDIES CURRICULUM.

(D) THE STATE BOARD MAY ADOPT REGULATIONS TO IMPLEMENT THE REQUIREMENTS OF THIS SECTION.

SECTION 2. AND BE IT FURTHER ENACTED, That, on or before December 1, 2021, the State Department of Education shall report to the General Assembly, in accordance with § 2–1257 of the State Government Article, on content standards for African American history included in the State Standards and Frameworks in Social Studies of the Maryland College and Career Readiness Standards, including the content standards for each grade level.

### **This Resolution is consistent with the Resolutions Passed by General Convention**

In particular in 2006, the General convention passed Resolution 2006 – A127 which stated in part;

**“[t]hat in the spirit of inclusion, dioceses also be invited to determine whether their call is to conduct truth and reconciliation processes in regard to other histories and legacies of racial discrimination and oppression that may be applicable in their geographic area, while not diminishing the strong call to focus on the history and legacy of slavery;”**

In addition, resolution 2006 – C011, stated in part; the General Convention **“urge[d] the Church at every level to call upon Congress and the American people to support legislation initiating study of and dialogue about the history and legacy of slavery in the United States...”**

The Episcopal Church has acknowledged its complicity in creating and sustaining the institution of slavery, and by its resolutions has underscored the importance of telling this story as part of the larger story of the African experience in America, and how this truth-telling is vital to our work of reconciliation.

A few of the pertinent resolutions of our Church are set forth below:

Resolution 2006 – A23; “Study Economic Benefits Derived from Slavery”

Resolved, That the 75th General Convention of The Episcopal Church declare unequivocally that **the institution of slavery in the United States and anywhere else in the world, based as it is on “ownership” of some persons by other persons, was and is a sin and a fundamental betrayal of the humanity of all persons who were involved, a sin that continues to plague our common life in the Church and our culture;** and be it further

Resolved, That The Episcopal Church **acknowledge its history of participation in this sin and the deep and lasting injury which the institution of slavery and its aftermath have inflicted on society** and on the Church; and be it further

Resolved, That we express our most profound regret that (a) The Episcopal Church lent the institution of slavery its support and justification based on Scripture, and (b) after slavery was formally abolished, The Episcopal Church continued for at least a century to support de jure and de facto segregation and discrimination; and be it further

Resolved, That The Episcopal Church apologize for its complicity in and the injury done by the institution of slavery and its aftermath; we repent of this sin and ask God’s grace and forgiveness; and be it further

Resolved, That the 75th General Convention of The Episcopal Church through the Executive Council urgently initiate a comprehensive program and **urge every Diocese to collect and document during the next triennium detailed information in its community on (a) the complicity of The Episcopal Church in the institution of slavery and in the subsequent history of segregation and discrimination and (b) the economic benefits The Episcopal Church derived from the institution of slavery;** and direct the Committee on Anti-Racism to monitor this program and report to Executive Council each year by March 31 on the progress in each Diocese; and be it further

Resolved, **That to enable us as people of God to make a full, faithful and informed accounting of our history,** the 75th General Convention of The Episcopal Church direct the Committee on Anti-Racism to study and report to Executive Council by March 31, 2008, which in turn will report to the 76th General Convention, on how **the Church can be “the repairer of the breach” (Isaiah 58:12), both materially and relationally, and achieve the spiritual healing and reconciliation that will lead us to a new life in Christ;** and be it further

Resolved, That to mark the commencement of this program the Presiding Bishop is requested to name a Day of Repentance and on that day to hold a Service of Repentance at the National Cathedral, and each Diocese is requested to hold a similar service.

#### Resolution 2006 – A127; Endorse Restorative Justice and Anti-Racism

Resolved, That the 75th General Convention of The Episcopal Church endorse the principles of restorative justice, an important tool in implementing a neutral articulation of the self-examination and amendment of life that is required to fulfill our baptismal covenant; and be it further

Resolved, That the 75th Convention, in support of and to enhance Resolution A123, call upon the Anti-Racism Committee of Executive Council to design a study and dialogue process and materials in order to **engage the people of The Episcopal Church in storytelling about historical and present-day privilege and under-privilege as well as discernment towards restorative justice** and the call to fully live into our baptismal covenant; and be it further

Resolved, That in the spirit of inclusion, dioceses also be invited to determine whether their call **is to conduct truth and reconciliation processes in regard to other histories and legacies of racial discrimination and oppression that may be applicable in their geographic area, while not diminishing the strong call to focus on the history and legacy of slavery**; and be it further

Resolved, That the dioceses will give a progress report to the Anti-Racism Committee. The Anti-Racism Committee will report their findings and recommendations to the Standing Commission on National Concerns and to Executive Council and to the 76th General Convention; and be it further

Resolved, That the Church hold before itself the vision of a Church without racism; a Church for all races.

#### Resolution 2006 – C011; “Support Legislation for Reparations for Slavery”

Resolved, That the 75th General Convention, affirming our commitments to become a transformed, anti-racist church and to work toward healing, reconciliation, and a restoration of wholeness to the family of God, **urge the Church at every level to call upon Congress and the American people to support legislation initiating study of and dialogue about the history and legacy of slavery in the United States** and of proposals for monetary and non-monetary reparations to the descendants of the victims of slavery.

## Resolution 2021-05

**Title:               Regarding House Resolution 40 – Commission to Study and Develop  
Reparation Proposals for African Americans Act**

Submitted by:

The Maryland Episcopal Public Policy Network; The Rev. Dr. Pauli Murray Chapter of the UBE; The Rev. Canon Christine L. McCloud, Canon for Mission; The Rev. Pamela Conrad, Truth and Reconciliation Commission, Chair; The Rev. Kathy Shahinian, St. Anne’s Annapolis; The Rev. Ken Phelps, Jr., All Saints Parish; The Rev. Matthew Humm, St. Paul’s, Prince Frederick; The Rev. Canon



The Rev. Linda Boyd; The Rev. Richard Meadows, Jr., St. James, Lafayette Square; St. Michael and All Angels; The Rev. Margaret VanAuker; The Rev. Vaughn Vigil, The Church on the Square; The Rev. Diana Carroll, Rector, St Luke's Episcopal Church; Ms. Carrie A. Brown; Ms. Lynn Mortoro; Mr. Glenn Mortoro

**RESOLVED**, that the 237<sup>th</sup> Convention of the Diocese of Maryland calls upon the Congress of the United States to pass House Resolution 40; and be it further

**RESOLVED**, that the secretary of convention be instructed to send copies of this resolution of support to Speaker of the House Pelosi, House Minority Leader McCarthy, Senate Majority Leader Schumer and Senate Minority Leader McConnell; and be it further

**RESOLVED**, that all clergy and lay members of the Diocese of Maryland and their partners in mission be invited to become advocates for the adoption of HR 40 and be encouraged to contact their Congressional representatives to voice their support.

### **Explanation**

"Our call by God as the Body of Christ in the world today is to participate in God's reconciling work in the world. The centuries of damage and harm caused by institutional racism calls for our continued leadership as a Church to do our part to bring restitution, beginning in our own diocese..."

So began the explanation for Resolution 2020-06; Title: Racial Restitution and Reconciliation; presented by the Diocesan Council and passed unanimously by the 236<sup>th</sup> Convention of the Episcopal Diocese of Maryland.

In 2006, the General Convention also passed resolution 2006-C011:

"Resolved, that the 75th General Convention, affirming our commitments to become a transformed, anti-racist church and to work toward healing, reconciliation, and a restoration of wholeness to the family of God, urge the Church at every level to call upon Congress and the American people to support legislation initiating study of and dialogue about the history and legacy of slavery in the United States and of proposals for monetary and non-monetary reparations to the descendants of the victims of slavery."

Now is the time to call.

HR 40 would establish the Commission to Study and Develop Reparation Proposals for African Americans. The commission shall examine slavery and discrimination in the colonies and the United States from 1619 to the present and recommend appropriate remedies.

The commission shall identify in particular (1) the historic role of the federal and state governments in supporting the institution of slavery, (2) forms of discrimination in the public and private sectors against freed slaves and their descendants, and (3) lingering negative effects of slavery on living African Americans and society.

## 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 2170, 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.

## Modified Rules of Order for 2021

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,~~ **by checking in remotely using approved digital technology, and the name** 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,~~ **by checking in remotely using approved digital technology, and the name** 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~~ **not be eligible to be seated**. 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:

**Each member of the clergy and lay delegate shall furthermore be considered "present" with seat, voice and vote until the bishop concludes convention.** 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.

**Votes may be cast in advance of convention through electronic registration, but those results must be ratified after convention is called to order. Votes on resolutions may be cast in advance. An affirmative vote of at least three-fourths of eligible members shall be ratified as "passed" without debate.**

7. When any member is about to speak or deliver any matter to the convention, the member shall **gain the attention of the president in the prescribed manner** 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 **shall not be allowable** ~~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.~~

**Ballots may be printed or provided through secured use of electronic devices.**

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 **first 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 **are temporary and** shall **not** 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.

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

From the Rev. Scott Slater, Assistant Secretary of Convention

Because we are prevented from gathering in-person due to COVID-19, we will be using a variety of electronic voting means for balloting. Prior to the convening of Convention, you will be asked as part of the online registration process for convention to vote to accept the modified Rules of Order to allow us to conduct Convention virtually. Presuming a majority approval, this vote will be ratified once the convention is called to order by the bishop.

A few weeks prior to convention, you will receive an email with a link to an online voting software called “Simply Voting” that will allow you to cast your ballot for all persons running for elected offices. Presuming that a minimum quorum has voted by the time Convention convenes, that electronic vote will be sufficient to elect everyone as long as there is not a tie and that vote will be announced and ratified.

Resolutions cannot be voted on in advance without the benefit of debate. We plan to use the Zoom platform’s polling option to take votes on resolutions, but should circumstancing merit it our secondary (but slightly more complicated) method will be to use Simply Vote if the Zoom polling is insufficient.