LEGISLATION

A-186 Changing the Pronouns for Bishops and Clergy in Diocesan Constitution
Second Reading

RESOLUTIONS

B-186 Minimum Clergy Compensation

C-186 Renewal of Companion Diocese Relationships
Chicago/Southeast Mexico/Renk, South Sudan

D-186 Migration with Dignity

E-186 (as amended) Episcopal Asian American (Asiamerica) Ministry (EAM)
THE 186th ANNUAL CONVENTION
OF THE DIOCESE OF CHICAGO

November 17, 2023

Subject: Changing the Pronouns for Bishops and Clergy in Diocesan Constitution

Sponsor: The Rev. Courtney Reid, All Saints Chicago

RESOLUTION

RESOLVED, that all pronouns referring to Bishops, Clergy, and other persons in the constitution of this Diocese be listed with gender-neutral pronouns, replacing all current references which are either male-only or male-female only.

EXPLANATION

Our pronouns in our governing documents need to reflect not only the church we are currently but also the church we strive to be. Including gender-neutral pronouns will ensure all people in our diocese feel seen and included. The expectation is that "they, their," etc., will be used as pronouns in place of current gender-specific ones.

Adoption of this resolution is not expected to require expenditures that would have an impact on the diocesan budget.
RESOLUTION

RESOLVED, that the required minimum cash compensation (includes cash stipend and self-employment tax) to be paid to Clergy working in congregations in the Diocese for the calendar year of 2024 shall be:

<table>
<thead>
<tr>
<th></th>
<th>Full-time Clergy</th>
<th>Half-time Clergy*</th>
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<tbody>
<tr>
<td>No Church Housing / Utilities provided by the Church</td>
<td>$73,506</td>
<td>$36,753</td>
</tr>
<tr>
<td>Church Housing / Utilities provided by the Church</td>
<td>$53,592</td>
<td>$26,976</td>
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*All clergy (including working retirees) should be compensated at a level commensurate with the number of hours the clergy is providing to the church as a percentage of the full-time clergy compensation.

FURTHER RESOLVED, that congregations that employ clergy consult the compensation report (pages 12-14) submitted to the Convention; and

FURTHER RESOLVED, that Congregations employing any clergy less than full-time are highly encouraged to pay 100% of the clergy medical and dental insurance, including family coverage when appropriate; if coverage at 100% is not feasible, then it is suggested to use the same formula as used when calculating salary; if a clergy member is covered under a spousal plan, it is highly suggested that the clergy compensation be increased per the exact amount the spouse is required to pay per their employer; this compensation is taxable and pensionable to the clergy person; and

FURTHER RESOLVED, that this resolution be required annually and that it reflect an inflationary adjustment to the required minimum cash compensation for all clergy working in congregations and on the Bishop’s staff; and
FURTHER RESOLVED, that this resolution be reviewed in its entirety every two years by a task force appointed by Diocesan Council. The cost-of-living adjustment must be recommended annually by the Diocesan Treasurer and Diocesan Council.

EXPLANATION

This resolution is offered by the Diocesan Treasurer and the Diocesan Council as required by the 165th Diocesan Convention (2002) in connection with its adoption of a resolution concerning compensation. The resolution, adopted in 2002, required that the Diocesan Treasurer recommend annually an inflationary adjustment to the required minimum cash compensation for full-time clergy working in congregations and on the Bishop’s staff. As contemplated in 2002, the resolution was advisory for clergy in other positions and for clergy who are working less than full-time. Effective with this resolution, the resolution would be mandatory for all part-time and full-time clergy. The compensation figures included in this resolution reflect a 3.5% recommended inflationary increase from 2023 to 2024.

The increase of 3.5% reflected in the minimums given above is in consideration of the 4.7% increase in the “Consumer Price Index (CPI) All Items Less Food and Energy – All Urban Consumers” for the Chicago-Naperville-Elgin, IL-IN_WI Core Based Statistical Area and the 2.2% increase in the CPI for all items. (http://www.bls.gov/regions/midwest/news-release/ConsumerPriceIndex_Chicago.htm). The Chicago-Naperville-Elgin includes the counties of Cook, DeKalb, DuPage, Grundy, Kane, Kankakee, Kendall, Lake, McHenry, and Will Counties in Illinois.

As these are minimum cash compensation amounts, we recommend that Congregations pay their priests above these levels based on tenure (e.g., with that particular church or as an ordained priest), parish size (e.g., average Sunday attendance or annual budget), parish growth, diversity in programming, etc. In cases where parishes wish to pay more than these minimums, but have difficulty doing so, other forms of compensation (e.g., such as additional vacation, sabbaticals, professional education) should be offered.

Additionally, each Congregation or institution is expected to review the compensation of its priest(s) on a yearly basis and make the necessary adjustment based on the cost-of-living increase.

Resources are available from Bishop’s staff and Church Pension Group to assist Congregations and priests with cash compensation determinations.

This resolution has been reviewed and approved by Diocesan Council on September 16, 2023 as contemplated by last year’s resolution.

These minimums, along with total compensation of priests in the Chicago Diocese, should be examined to ensure that Diocese of Chicago priests are paid fairly relative to their ecclesiastical peers in The Episcopal Church.
Diocesan staff salaries are set separately through the annual budget process and are already reflected in the Diocesan budget. Therefore, adoption of this resolution is not expected to require expenditures that would have an impact on the Diocesan budget.
THE 186th ANNUAL CONVENTION
OF THE DIOCESE OF CHICAGO

November 17, 2023

Subject: Renewal of Companion Diocese Relationships
Chicago/Southeast Mexico/Renk, South Sudan

Sponsors: Jackie Kraus, Coordinator for Renk Diocese CDR
Gary C. Martin, Coordinator for SEMEX Diocese CDR
Commission on Global Ministry

RESOLUTION

RESOLVED, that the Companion Diocese Relationships between the Dioceses of Chicago, Southeast Mexico, and Renk, South Sudan, established by Resolution at Diocesan Convention in 2001, and renewed by Resolution at Diocesan Convention in 2006, 2011, and 2016, and renewed for one-year periods due to the transition of our bishop with each renewal recognized by Executive Council of TEC, be renewed for five years (5), resuming the historical time frame established in 2001.

EXPLANATION

Since Diocesan Conventions of 2001, these Companion Dioceses (CDR’s) have continued to grow and be strengthened by defining and developing an understanding of what it means within and across each of our ministry contexts. The CDR’s benefit all partners through mutual encouragement and prayer for one another; intensified knowledge of and concern for one another; and exchanged resources, both spiritual and material. Individual parish partnerships with each Companion continue to grow and flourish, exchange visits will be ongoing, lives continue to be changed. Therefore, it is the intention of the Commission on Global Ministry of the Diocese of Chicago to recommend the continuation of these CDR’s as a commitment to the Christian mission – God’s call to the church, as a whole, to be companion with others in the Anglican Communion and beyond.

The standard agreement between the Dioceses of Chicago, SEMEX, and Renk is a five-year commitment. The current one-year Resolution ends November 2023, with the 186th Annual Convention of the Diocese of Chicago. The Commission on Global Ministry recommends we return to a five-year commitment to re-establish the continuity we feel is critical for the CDRs.

Implementation of this Resolution is expected to cost, for one (1) year, $3,000 confirmed with the Finance Committee. This funding will be available from the Commission on Global Ministry line item in the Diocesan budget.
RESOLVED, that the 186th Convention of the Diocese of Chicago, as people of faith, recognize and honor the divine spark that animates all human beings and therefore we advocate for Migration with Dignity, a set of immigration policies that assure equal and respectful treatment of all people; and

FURTHER RESOLVED, that, acknowledging that grave and serious mistreatment of ethnic minorities, migrants and refugees is currently on the rise in the midst of record migration across international borders, the Diocese of Chicago, consistent with resolutions of the General Conventions of The Episcopal Church, declare itself to be in support of Migration with Dignity for all migrants, including refugees, asylum seekers, displaced persons, and those who cross borders in search of opportunity.

Human rights included within the Migration with Dignity framework are:

- **A universal right of movement consistent with the United Nations Universal Declaration of Human Rights (UDHR),** including freedom to leave and return to one’s country of origin, freedom of movement within one’s country of origin or country of settlement (UDHR, Article 13)

- **The right to be secure:** from sexual violence including rape and sexual exploitation, human trafficking, slavery, forced labor and arbitrary and abusive detention.

- **The right of equality,** to include: 1) equal treatment with no discrimination under the law based on color, gender, language, religion, political affiliation, national origin; and 2) equal opportunity for upward mobility.

- **Rights to a basic quality of life,** including employment rights, housing rights and food rights.

- **The right to access services** such as health care, education and legal representation.

- **Civil and political rights** guaranteeing the right to identity, to use of one’s language, and to freedom of speech and religion;
FURTHER RESOLVED, that the Diocese of Chicago call upon all Episcopalians to advocate that local, state, national and international governing bodies promote Migration with Dignity by enforcing existing laws and policies on behalf of refugees, migrants, asylum seekers and displaced persons and by enacting new laws and policies guaranteeing their welcome, protection and integration into our common human journey.

EXPLANATION

This advocacy follows directly from the teachings of Jesus, while aligning with the world’s other great religions and principled humanism. The policies of Migration with Dignity are described in “Migration With Dignity: a Legal and Policy Framework,” by Shanna McClain, Carl Bruch, et al., published in the Journal of Disaster Research, Vol. 17, No.3, (2022).

This resolution is needed as a positive general statement, reaffirming and updating the Episcopal Church’s overall, long-standing commitment to human rights as they pertain to just treatment of the world’s refugees, asylum-seekers, and all migrants.

The resolution is deeply grounded in Scripture. Both Biblical testaments clearly articulate the need to “welcome the stranger.” A few examples:

Old Testament: “Don’t mistreat any foreigners who live in your land. Instead, treat them as well as you treat citizens and love them as much as you love yourself. Remember, you were once foreigners in the land of Egypt. I am the Lord your God” (Leviticus 19:33-34).

New Testament: “Be sure to welcome strangers into your home. By doing this, some people have welcomed angels as guests, without even knowing it.” (Hebrews 13:2)


All six of the key elements of the resolution align with, and can be derived from, the United Nation’s Universal Declaration of Human Rights. The Episcopal Church has strongly supported this landmark statement since it was initially proclaimed by the United Nations General Assembly in 1948.

Supporting Documents:
1. The UN’s Universal Declaration of Human Rights: un.org/udhr
3. Analysis showing that more than 50 General Convention and Executive Council resolutions over the years align with the Migration with Dignity Resolution: https://drive.google.com/file/d/1VMsoXFKMLEW6DKKmm_YD5Sbpns2lfzU0/view?usp=sharing

Adoption of this resolution is not expected to require expenditures that would have an impact on the diocesan budget.
THE 186th ANNUAL CONVENTION
OF THE DIOCESE OF CHICAGO

November 17, 2023

Subject: Episcopal Asian American (Asiamerica) Ministry (EAM)

Sponsors: The Rev Dr. Mathew P. Idicula, Retired, Vice President of Advocacy (EAM)

RESOLUTION

RESOLVED, in order to facilitate the growth, awareness, and strength of Episcopal Asian American (Asiamerica) Ministry (EAM) in the Diocese of Chicago, this Convention urges the Diocese to raise awareness of, and facilitate access to, EAM, and to organize an Asian Ministry Committee supported by the Office of Multicultural Ministries.

EXPLANATION

Fifty years ago, Episcopal Asia Ministry (EAM) was formed to nurture the growth of Asian Anglicans and Episcopalians (includes Japanese, Chinese, Koreans, Filipinos, South Asians, Southeast Asians, Pacific Islanders and Arabs) in North America and to assist them in their various needs. Over the years, EAM has helped Asian Americans to maintain their sense of identity and togetherness within the North American Episcopal churches. This year Episcopal Asia American Ministry (EAM) is celebrating its 50th anniversary.

Due to the increase in migration, Asian Anglican/Episcopal members grew steadily over the years. At present Asian American membership has grown to an all-time high. Their language and culture are different but most are religious and regular church-going members. In the near future, they will be a formidable force in the dioceses in North America.

In order to nurture their growth further, we must assist wherever there is a need. Vocations and ordinations, licensing priests, finding and supporting worship facilities, and welcome and recognize them in our worship places are some of their present needs.

Thus, we propose this resolution to raise awareness of, and facilitate access to, Episcopal Asia Ministry (EAM). We urge this Convention to pass this proposed resolution to further nurture the growth of Asian Americans in our Diocese.

Adoption of this resolution is not expected to require expenditures that would have an impact on the diocesan budget.