

RESOLUTIONS – 144AC-R04

RESOLUTIONS FOR THE 144th ANNUAL CONVENTION OF THE EPISCOPAL DIOCESE OF NEWARK

The Resolutions Committee met on December 6th, 2018 at Episcopal House in Newark to review and consider the resolutions submitted by the deadline of November 10, 2017. The texts of the resolutions are enclosed.

There will be hearings on all resolutions at the convention on Friday, January 26, 2018.

Members of the Resolutions Committee are:

Thomas Bisdale Esq., Grace Church, Westwood
The Rev. Kevin PJ Coffey, SCP, Church of the Atonement, Fair Lawn
The Rev. Deacon Deborah Drake,
The Rev. Joseph Harmon, Epiphany and Christ Church, Orange [Chair]
Ms. Chris Sinner, Transfiguration, Towaco
Ms. Patricia Yankus, St. Paul's, Paterson
Diane Sammons, Chancellor [Ex-officio]
John A. King, Secretary of Convention [Ex-officio]

Resolutions for the 144th Convention:

2018_AC144_01 • Resolution Against Human Trafficking
2018_AC144_02 • Breaking The Episcopal Stained Glass Ceiling

RESOLUTIONS – 144AC-R04

2018_AC144_01

Resolution Against Human Trafficking

Encouraging the Use of the Code of Conduct for the Protection of Children from Sexual Exploitation in Travel and Tourism

Resolved, that the 144th Convention of the Episcopal Diocese of Newark encourage congregations to learn about the Code of Conduct for the Protection of Children from Sexual Exploitation in Travel and Tourism (“The Code”) adopted by ECPAT (End Child Prostitution and Trafficking), which establishes policies and procedures for the travel and tourism agencies against child sexual exploitation; and be it further

Resolved, that the 144th Convention of the Episcopal Diocese of Newark submit the following Resolution to the 79th General Convention of The Episcopal Church: “Resolved that, consistent with Resolution 2009-A167 of the 76th General Convention of The Episcopal Church, which “calls for the protection of all victims of human trafficking,” the 79th General Convention of The Episcopal Church support the Code of Conduct for the Protection of Children from Sexual Exploitation in Travel and Tourism (“The Code”) adopted by ECPAT (End Child Prostitution and Trafficking); and be it further

Resolved, that the 79th General Convention of The Episcopal Church encourage programs and ministries of The Episcopal Church to give preference to tourism companies and businesses, including but not limited to hotels, airlines, and travel agents, that have signed The Code when making arrangements for meetings and travel to meetings; and be it further

Resolved, that the 79th General Convention of the Episcopal Church encourage programs and ministries of The Episcopal Church to make available opportunities for advocacy and education with tourism companies and businesses, including but not limited to hotels, airlines, and travel agents, that have not signed The Code when they are used for arrangements for meetings and travel to meetings; and be it further

Resolved, that the 79th General Convention of The Episcopal Church encourage all dioceses, parishes within the dioceses, and members of The Episcopal Church to give preference to tourism companies and businesses, including but not limited to hotels, airlines, and travel agents, that have signed The Code when traveling and to engage in advocacy with tourism companies and businesses that have not; and be it further

Resolved, that The Episcopal Church website make available current information on the status of companies that have signed The Code, which can be found at <http://www.thecode.org/who-have-signed/members/>.

Explanation

The travel and tourism industry is uniquely positioned to address child sex trafficking. For example, 45% of children trafficked for sex in New York City are exploited in hotels. (Ric Curtis, et al., “The Commercial Sexual Exploitation of Children in New York City,” The Center for Court Innovation, NYC, 2008.)

RESOLUTIONS – 144AC-R04

Members of this industry that endorse The Code agree to:

1. Establish a policy and procedures against child sexual exploitation.
2. Train employees in children's rights, the prevention of sexual exploitation and how to report suspected cases.
3. Include a clause in contracts throughout the value chain stating a common repudiation and zero tolerance policy of child sexual exploitation.
4. Provide information to travelers on children's rights, the prevention of child sexual exploitation and how to report suspected cases.
5. Support, collaborate, and engage stakeholders in the prevention of child sexual exploitation.
6. Report annually on their implementation of Code related activities.

Nearly 1,300 companies have signed The Code, including many hotel chains and airlines. By becoming knowledgeable about The Code, and encouraging agencies to support it, we continue to shed light on trafficking, and to encourage a public response against it.

Supporting The Code when arranging meetings and travel to meetings would allow The Episcopal Church to continue its tradition of using its economic power to stand for justice and supporting the human rights of children.

Submitted by: Laura A. Russell, All Saints Episcopal Parish, Hoboken, NJ Laura A. Russell
Rev. Diana Wilcox, Christ Church in Bloomfield and Glen Ridge, NJ Rev. Diana Wilcox

RESOLUTIONS – 144AC-R04

1
2 **2018_AC144_02**

Breaking The Episcopal Stained Glass Ceiling

3
4 Resolved, that this 144th Convention of the Episcopal Diocese of Newark authorize the
5 establishment of an Anti-Sexism Task Force, of which women shall compose at least half of the
6 membership; and be it further

7
8 Resolved, that the Task Force be required to research, develop, and submit for approval at the
9 145th Convention of the Episcopal Diocese of Newark a training program that will be required for
10 all clergy, all lay persons elected to leadership in the Diocese, diocesan search committees, and
11 that will be encouraged for use by all congregational search committees; and be it further

12
13 Resolved, that this Task Force will monitor and submit to each Diocesan Convention, beginning
14 with the 145th Convention of the Diocese of Newark, a report on the status of women clergy in
15 the Diocese in regards to role, pay equity, and gender-based harassment; and be it further

16
17 Resolved, that the 144th Convention of the Episcopal Diocese of Newark submit this resolution,
18 along with the following, to the 79th General Convention of The Episcopal Church:

19 “Resolved, that 79th General Convention of the Episcopal Church authorize a task force with
20 membership, appointed by the Presiding Officers, of which women shall compose at least half of
21 the membership, to research sexism in The Episcopal Church, and the role it plays in pay equity,
22 status, and gender-based harassment. The task force shall report back to the 80th General
23 Convention of the Episcopal Church with a plan to provide materials and resources to combat
24 sexism in the Church.”

25
26
27
28
29
30 **Background:**

31 Women have been ordained clergy in The Episcopal Church since 1974 (adopted by Canon at the
32 65th General Convention of 1976). The disparity in role and pay, as documented and evidenced
33 by the Church, and witnessed to by women clergy, continue to be a hindrance to women being
34 able to fully live into their call, limiting not only women clergy, but the Church as a whole.
35 Women clergy are often the victims of sexual harassment and other forms of abuse within the
36 Church. The Church is to be a beacon of what is possible, good, and right in society, and yet
37 participates in outright discrimination, setting a poor role model for women and girls. The
38 Church should always be at the forefront of justice, and the status and treatment of women and
39 girls must be a part of that gospel mission. Something must be done to remove the log from our
40 own eye, so that we may work to remove it from that of the society in which we live.

41
42 Sexism, like racism, is a societal ill that many participate in unaware, requiring us to engage in
43 self-awareness of our own biases, and that of the world in which we live. Just as the Anti-Racism
44 Trainings have opened the eyes of so many in this Diocese, we hope that the Anti-Sexism
45 training and education will do the same. While required training may not eliminate outright
46 sexism and misogyny, the Anti-Racism training has shown that by its very requirement in the
47 canons, focus and attention on the issue is made manifest in the Church by those who have
48 taken it. Whenever any part of God’s creation is abused, we all suffer, and it is our gospel
49 mission to work for justice for all.
50

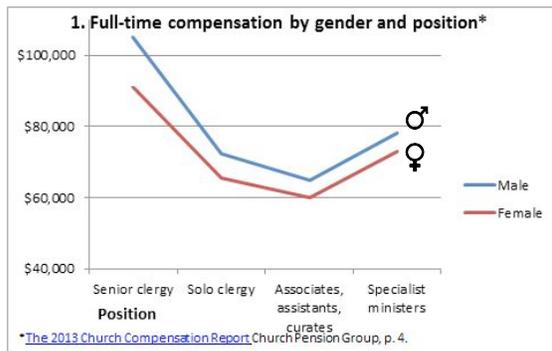
RESOLUTIONS – 144AC-R04

The following are excerpts from *Why Gender Still Matters* by The Rev. Paula Nesbitt, PhD, *Chair, 2012-15 Executive Council Committee on the Status of Women*:

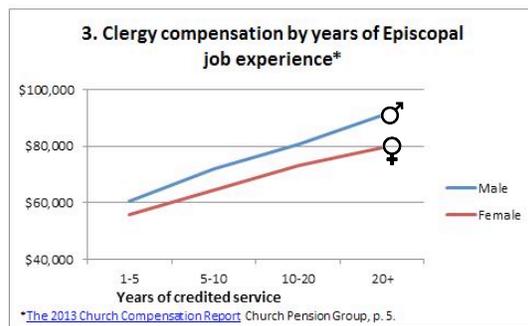
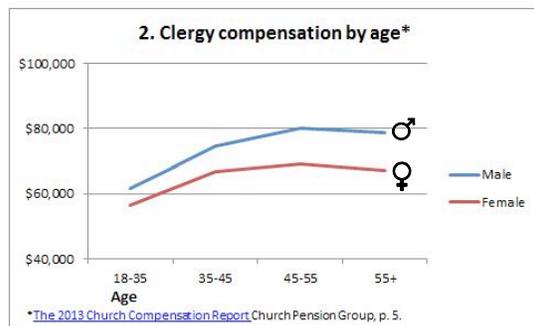
“The following statistical trends from the Church Pension Fund and other sources point to some areas where gender now matters little, but also to where it significantly matters. Where any group is disadvantaged, it limits the opportunity for the diversity of all gifts and skills in the ministry. It also can keep alive bias, as well as limit our imagination of the possibilities that the church is called to be.

What the data says

Here is what some of the recent statistics from the Church Pension Fund show: gender still matters in terms of compensation when comparing different types of positions that clergy hold in the church, by clergy age, and by the years they have of credited service in the church. A persistent gender gap is visible across different positions, rising from about a seven percent difference among men and women who are parish associates, assistants, and curates or are in specialized ministries, to more than thirteen percent among senior clergy, who supervise paid clergy staff (Figure 1).



Some may argue that times have changed, and younger clergy in the first few years of their ministry likely will not have a gender gap, unlike clergy who entered the ministry thirty years ago. The data in Figures 2 and 3 do show that the largest gender gap is among clergy with more than 20 years of church ministry experience, or those over age 45. However, even among the youngest clergy, and those just starting their ministry, women earn a median of eight cents less for every dollar a man makes. The gender gap increases to eleven cents less for women with more than 5 years of credited service or who have reached age 35.

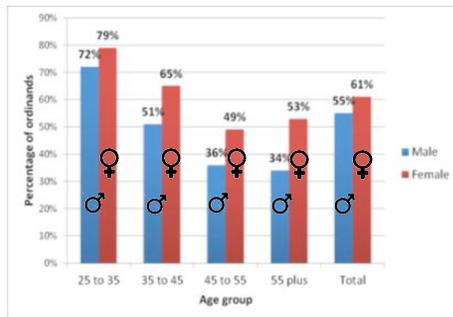


RESOLUTIONS – 144AC-R04

Although the differences in earnings may seem minor, they do affect the future earnings of clergy and the amount that a pension will offer in retirement. Additionally, for every year that a cost of living increase of a given percentage is applied, earnings by it increases the gender gap in actual dollars. This can have a sizable effect over time. Furthermore, when clergy seek or are called to a new position, their previous earnings can be a factor in whether they are considered an eligible candidate, if compensation has been too low or too high, or in the amount that is offered at the time of the call. While compensation itself shouldn't be a goal in ministry, it is a means that allows a sustained and focused commitment to ministry for most clergy. Inequalities suggest that gender still matters.

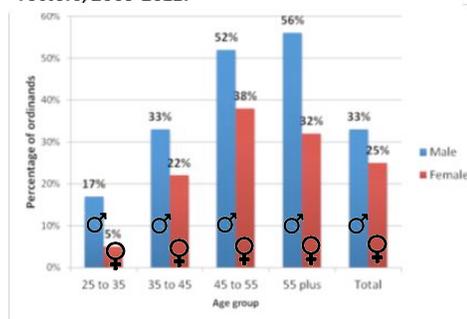
Another aspect of ordained ministry involves the placements that clergy hold. These may vary by vocational interest, what positions are available at the time when clergy are looking, whether or not clergy can relocate to other regions, family and care-giving needs, and other personal circumstances. However, constant gender differences emerge in the types of positions that new ordinands take, according to Church Pension Fund data. Across different age groups, newly ordained women are somewhat more likely than men to take positions as parish associates, yet men much more often are called as solo rectors (Figures 4 and 5).

4. Percentage of new ordinands employed as associates, 2009-2011.*



*The State of the Clergy 2012, Office of Research, Church Pension Group, p. 12.

5. Percentage of new ordinands employed as solo rectors, 2009-2011.*



*The State of the Clergy 2012, Office of Research, Church Pension Group, p. 12.

Although these data don't say whether an associate or solo rector position was the new ordinand's preference or not, other research such as the 2009 "[Called to Serve](#)" study of Episcopal female and male clergy suggest that among those who have not been called as a rector or vicar, younger women were significantly more likely than their male counterparts to have applied for such positions. The study reveals other gender gaps such as a marriage penalty for women that doesn't exist for men, women's greater care-giving responsibilities and constraints, limited mobility, and difficulty in dating if single. Taken together, the discrepancies reveal a picture of continuing unequal opportunities and outcomes by gender. Unfortunately, gender still matters."¹

See also attached portions of the most recent CPG Compensation Report.

¹ <https://www.episcopalchurch.org/page/why-gender-still-matters>

RESOLUTIONS – 144AC-R04

Abuse of Women Clergy

In addition to the pay and role equity gap, women clergy also report sexual harassment, and inequality in the workplace, by peers, episcopal leadership, and those they serve – the laity. These reports mirror that of the society in which we live, and include inappropriate touching, diminishing comments, and outright assault.

Submitted By:

The Rev. Diana L. Wilcox, Christ Church in Bloomfield and Glen Ridge

Laura A. Russell, All Saints Episcopal Parish, Hoboken

The Rev. Rose Cohen Hassan, Episcopal Church of St. Luke and St. Mary, Hope and Belvidere, NJ

The Rev. C. Melissa Hall, St. James', Upper Montclair

Ms. Martha Gardner, St. George's, Maplewood

Appendix A – Tables From The CPG Compensation Report Dated August 2017:

Table 3: Full-time compensation in comparative perspective

All Clergy: Parochial and Non-parochial

Gender	Median	Number	% of Total
Male	\$80,600	3,107	62.7%
Female	\$71,131	1,851	37.3%
Total	\$76,507	4,958	100%

Senior Clergy

Gender	Median	Number	% of Total
Male	\$110,156	582	76.8%
Female	\$93,792	176	23.2%
Total	\$105,914	758	100%

Solo Clergy

Gender	Median	Number	% of Total
Male	\$75,750	1,701	64.0%
Female	\$68,465	955	36.0%
Total	\$73,202	2,656	100%

Associates, Assistants and Curates

Gender	Median	Number	% of Total
Male	\$66,797	381	47.2%
Female	\$66,050	427	52.8%
Total	\$66,185	808	100%

Specialist Ministers

Gender	Median	Number	% of Total
Male	\$81,732	354	55.9%
Female	\$74,817	279	44.1%
Total	\$76,860	633	100%

Table 4: Compensation by Years of Experience

Gender	Credited Service	Median	Number	% of Total
Male	Less than 5 years	\$61,144	485	9.8%
	5 to 9 years	\$74,194	621	12.5%
	10 to 19 years	\$83,733	989	19.9%
	20 years plus	\$95,058	1,012	20.4%
	Total	\$80,600	3,107	62.7%
Female	Less than 5 years	\$60,000	363	7.3%
	5 to 9 years	\$66,119	474	9.6%
	10 to 19 years	\$75,263	697	14.1%
	20 years plus	\$84,461	317	6.4%
	Total	\$71,131	1,851	37.3%
All Clergy	Less than 5 years	\$60,250	848	17.1%
	5 to 9 years	\$70,870	1,095	22.1%
	10 to 19 years	\$80,000	1,686	34.0%
	20 years plus	\$91,800	1,329	26.8%
	Total	\$76,507	4,958	100%

RESOLUTIONS – 144AC-R04

Appendix A (con't) – Tables From The CPG Compensation Report Dated August 2017:

Table 5: Compensation by Gender and Age

Gender	Cleric age	Median	Number	% of Total
Male	18-34	\$61,200	177	3.6%
	35-44	\$76,583	548	11.1%
	45-54	\$84,042	732	14.8%
	55-64	\$84,174	1,178	23.8%
	65+	\$82,000	471	9.5%
	Total	\$80,592	3,106	62.7%
Female	18-34	\$61,471	110	2.2%
	35-44	\$72,368	258	5.2%
	45-54	\$70,321	386	7.8%
	55-64	\$72,740	771	15.6%
	65+	\$69,380	326	6.6%
	Total	\$71,131	1,851	37.3%
All Clergy	18-34	\$61,200	287	5.8%
	35-44	\$74,892	806	16.3%
	45-54	\$79,589	1,118	22.6%
	55-64	\$79,253	1,949	39.3%
	65+	\$75,918	797	16.1%
	Total	\$76,507	4,957	100%

Table 8: Median compensation by rank and gender

Gender	Province	Senior	Solo	Assoc./Curate
Male	I	\$108,500	\$80,510	\$87,841
	II	\$126,630	\$82,027	\$77,442
	III	\$118,882	\$76,983	\$64,436
	IV	\$110,755	\$74,964	\$68,038
	V	\$102,642	\$70,000	\$61,710
	VI	\$91,893	\$69,936	\$58,500
	VII	\$103,950	\$73,973	\$69,504
	VIII	\$99,243	\$74,500	\$60,000
	Total	\$110,148	\$75,757	\$68,797
Female	I	\$98,305	\$77,747	\$64,342
	II	\$102,157	\$75,182	\$69,743
	III	\$101,131	\$69,683	\$69,972
	IV	\$85,000	\$64,590	\$64,033
	V	\$86,700	\$65,000	\$70,261
	VI	\$89,086	\$63,030	\$61,120
	VII	\$89,316	\$60,804	\$65,241
	VIII	\$87,710	\$73,496	\$69,076
	Total	\$93,832	\$68,748	\$68,025
All Clergy	I	\$104,864	\$79,173	\$64,501
	II	\$119,032	\$79,561	\$75,094
	III	\$116,338	\$73,881	\$67,500
	IV	\$108,411	\$71,321	\$65,000
	V	\$100,000	\$67,671	\$65,468
	VI	\$91,846	\$66,511	\$58,603
	VII	\$102,896	\$72,750	\$66,793
	VIII	\$93,868	\$73,808	\$65,683
	Total	\$105,951	\$73,228	\$68,129