



Submitted Resolutions

2017 Diocesan Convention

Arms Wide Open

Resolution #1

Subject: Clergy Compensation Resolution for 2018

Submitted by: The Diocesan Board

Resolved,

That each parish consider a minimum cost of living increase of 2.0% for each member of the clergy
and be it further resolved that

The Guidelines for base cash salary (does not include housing or utilities) be increased by 2.0% plus 1/6th of the cost of living increases recommended for 2014–2017 which had not been previously applied to the ranges:

	<i>Range</i>
Type I	\$35,317–48,736
Type II	\$41,202–56,858
Type III	\$47,082–64,970
Type IV	\$54,006–73,103

Financial Impact to Diocesan Budget:

Not applicable.

Who would be responsible for carrying out the Resolution?

Individual congregations of the Diocese.

The Clergy Compensation and Benefits Policy and Handbook, which was ratified, by Convention 2016 and policies adopted by the Diocesan Board in regards to Sick Leave, Family Leave and Health Insurance is the resource and guide for the Wardens and Vestries of this Diocese when dealing with their clergy and compensation.



Submitted Resolutions

2017 Diocesan Convention

Arms Wide Open

Resolution #2

Subject: Commending the Diocese of New York Reparations Committee for its call for a “Year of Lamentations” for the sin of slavery

Submitted by: The Rev. Jacqueline Schmitt and The Antiracism Team

Resolved,

That this 149th Convention of the Diocese of Central New York commend the Diocese of New York and its Reparations Committee for its call to mark 2018 as a “Year of Lamentations” for the sin of slavery, and for its ongoing study of that Diocese and the history of the involvement in slavery and in its old and new incarnations; *and be it further resolved that*

The parishes and people of the Diocese of Central New York be urged to study the work of the Reparations Committee of the Diocese of New York in its efforts to uncover the legacy as slavery as part of our common history as Episcopalians in New York State; *and be it further resolved that*

Links to relevant materials from the Reparations Committee of the Diocese of New York be available to Central New York Episcopalians through our diocesan website.

Explanation:

Before our Diocese of Central New York was formed in 1868, we were part of the Diocese of New York, whose original boundaries encompassed the whole State of New York. Mercantile, banking, shipping and insurance interests in New York City, and large farms in the Hudson Valley, supported and profited from slavery before the Civil War. Episcopalians passed this wealth onto their parishes, through endowments and church buildings, and through the relegation of black clergy and churches to second-class status within the Diocese. Our Diocese of Central New York was part of the larger Diocese of New York, and so the history uncovered in the Diocese of New York is our history.

Slavery existed upstate as well as in and around the port of New York. Cemeteries for enslaved people can still be seen, such as the one in the Town of Caroline in Tompkins County. The region’s textile mills wove fabric from cotton picked by slaves in the southern states. Upstate New Yorkers engaged in active enforcement of the Fugitive Slave Law.

Upstate New York also provided interracial leadership in the abolition and Underground Railroad movements. During the 1851 “Jerry Rescue,” in Syracuse, a coalition of black and white civic leaders broke into jail to free a man arrested and about to be returned to enslavement in the south. The Seward family, in Auburn, and Gerrit Smith, in Peterboro, funded and supported abolition activities, and worked closely with Harriet Tubman to bring hundreds of enslaved persons north on the Underground Railroad.



Submitted Resolutions

2017 Diocesan Convention

Arms Wide Open

In 2006, the Bishop of New York formed the Reparations Committee of the Diocese of New York to address (a) the impact of slavery in the Diocese of New York, whether in the form of Jim Crow laws, segregation, sundown laws, redlining, wholesale imprisonment or voter representation, (b) the Episcopal Church's culpability in slavery, and (c) how to confront the prejudices that still exist and correct the systemic injustices that have continued from the time of slavery to today to harm brothers and sisters in Christ.

At their 2017 Convention, happening this same weekend as our Convention, the Reparations Committee is asking the Diocese of New York to commit to active engagement in a Year of Lamentations beginning January 2018. They are further pledging to continue their study of the Diocese of New York and the history of the involvement in slavery.

We in Central New York have much to learn from what our sisters and brothers in New York have already uncovered, available to us through the Diocese of New York website. Through this resolution, we commend their efforts at helping us understand our common history, and join with them in prayer and solidarity as we work toward becoming a Beloved Community committed to racial healing, reconciliation and justice.

Financial Impact to Diocesan Budget:

None

Who would be responsible for carrying out the Resolution?

Diocesan Communications staff, for putting links to information on diocesan web page.

Individuals and congregations involved in study and prayer.



Submitted Resolutions

2017 Diocesan Convention

Arms Wide Open

Resolution #3

Subject: Commitment to Anti-Racism and the Alt-Right Movement

Submitted by: The Rev. Dr. Steven P. Moore

Resolved,

Whereas, the 78th General Congregation resolved to continue the work for racial justice and addressing the systemic causes of racial injustice and in response to the growing tide of racist rhetoric and action in our nation,

Be it resolved that the Diocese of Central New York:

- Commits to continue the work of promoting anti-racism training in all the local congregations and affiliated diocesan works, as well as encourage other ways to educate our congregations about the reality of systemic racism;
- Makes a firm commitment to speak out publicly against racist rhetoric and actions, including those espoused by the alt right and neo-Nazi movements;
- Publicly supports efforts to reform institutions with inherent racial bias such as the criminal justice system;
- Will create a task force to address the racial disparities in our own diocese and recommit to partner with ministries in our inner cities, as well as address the racial segregation that currently exists between our diverse populations.

Explanation:

This resolution seeks a recommitment from the Diocese of Central New York to the work of racial justice and reconciliation. In light of the recent events in our country and the often overlooked or unacknowledged reality that racism is America's original sin, the Church must stand up against this renewed movement to oppress those identified as "racial minorities." We recognize that this movement is not in line with the gospel values and our baptismal responsibility to "strive for justice and peace among all people, and respect the dignity of every human being."

Financial Impact to Diocesan Budget:

None

Who would be responsible for carrying out the Resolution?

Diocesan Board, Formation Ministry, all clergy of the Diocese, parish communities and their vestries in the Diocese, parish faith formation program staff and volunteers, hospitality ministries, and all individuals in the Diocese who believe in proclaiming the welcoming Gospel of Jesus Christ, per our baptismal promises.



Submitted Resolutions

2017 Diocesan Convention

Arms Wide Open

Resolution #4

Subject: Work for Racial Justice and Reconciliation

Submitted by: Matthew Sanaker and The Antiracism Team

Resolved,

That this 149th Convention confesses to our historic participation in the evil of slavery and in ongoing racial injustice; *and be it further resolved that*

As Christians and Episcopalians, we pledge our repentance of that sin and commit to amendment of our common life by praying and acting for racial reconciliation as directed by the 78th General Convention, specifically 2015-A182 “Address Systemic Racial Injustice” and 2015-C019 “Work for Racial Justice and Reconciliation;” *and be it further resolved that*

This 149th Convention direct diocesan resources for Christian formation that address systemic racial injustice, such as study materials, liturgies and antiracism training, be strengthened, increased and made available to congregations; *and be it further resolved that*

The 149th Convention urge congregations to create vehicles for listening to diverse neighbors and developing reconciling relationships; such options might include (a) listening campaigns in local communities, (b) partnerships with churches and organizations comprised predominately of a different race or culture (especially those targeted by oppression), (c) neighborhood prayer walks, (d) storytelling and speak-out events designed to facilitate truth-telling, healing and action, (e) and others with which leaders throughout the Church are familiar; *and be it further resolved that*

The 149th Convention encourages congregations to partner with the Diocesan Antiracism Team, other congregations and church offices and organizations as appropriate to host events dedicated to the ministry of racial justice and reconciliation; *and be it further resolved that*

The 149th Convention direct the Antiracism Team to inquire after and to support these efforts across the Diocese, and to report the results to the 150th Convention.

Explanation:

The purpose of this resolution is to affirm within our diocese our commitment to the mission of racial justice and reconciliation of the Episcopal Church at the national level and to take steps within our diocese to live up to that commitment through prayer, liturgy, education, Christian formation, conversation and action both within the church and within the greater communities in which we live.

Despite repeated efforts at antiracism training as well as racial justice and racial reconciliation initiatives including the passage of more than 30 General Convention resolutions dating back to 1952,



Submitted Resolutions

2017 Diocesan Convention

Arms Wide Open

the abomination and sin of racism continue to plague our society and our Church at great cost to human life and human dignity. The Episcopal Church has consistently affirmed that this work for racial reconciliation and justice is integral to our witness to the Gospel of Jesus Christ and our living into the demands of our Baptismal Covenant, and that our Marks of Mission call individuals, churches, our dioceses, and the wider Church to find more effective and productive ways to respond to racial injustice as we love our neighbors as ourselves, respect the dignity of every human being, and transform unjust structures of society.

We believe the need for this repentance and action is more urgent than ever, in the wake of the brutal racist activities taking place both overtly and insidiously in our society; including but not limited to the numerous inexcusable deaths of unarmed black men and youth at the hands of law enforcement personnel; and the moral atrocity of mass incarceration in which a hugely disproportionate number of persons of color have been unfairly caught in the net of an unjust criminal justice system.

We know ourselves the challenges of understanding and finding effective responses to 21st century systemic racial injustices that still occur in multiple contexts including but not limited to education, employment, housing, health care, banking, voting rights, immigration, policing, courts, and prisons.

We know in our hearts that while repentance arises from awareness, amendment of our personal and common lives comes when we educate ourselves and take action with members of the Body of Christ and hold each other accountable as we follow Our Lord's call to live together in the Beloved Community.

Financial Impact to Diocesan Budget:

None

Who would be responsible for carrying out the Resolution?

Diocesan Antiracism Team

Diocesan leaders and staff who support Christian formation and leadership development