



RESOLUTIONS FOR CONSIDERATION BY THE 207TH ANNUAL CONVENTION

Submission of a resolution does not imply endorsement by the Diocese, the Convention or any officer thereof. All submissions are subject to parliamentary process at Convention. Resolutions, possibly as amended or substituted, that Convention adopts on November 19, 2022, will be published by the secretary as the Acts of the 207th Annual Convention. Only then may such resolutions be considered final.

Rule of Order IV(b) of Convention states: “While preambles or any recital of reasons, explanatory comments, or argument regarding any resolution may separately accompany its introduction... they shall not constitute a part of the resolution for purposes of legislative action.” Comments appended to a resolution are not debated, amended or considered for adoption by Convention, nor are they published in the Journal of Convention.

Resolution 207.1 On Property Management

The 207th Annual Convention enacts:

“Canon 10, Section 8 is added as follows:

“Section 8. Property Committee. (a) The Trustees may establish a subcommittee to be known as the Property Committee, which shall consist of not fewer than five nor more than seven enrolled confirmed adult communicants in good standing of this Diocese elected by the Trustees upon nomination of the Bishop initially for a term of three years. Any vacancy on the Property Committee shall be filled by the Trustees for the unexpired term. A majority of the Property Committee shall control its actions.

(b) The Property Committee shall provide guidance to the Ecclesiastical Authority, the Trustees, the Standing Committee, and Diocesan Council on matters concerning real property. Upon request of the Trustees, the Property Committee shall assist the Trustees in purchasing, selling, or leasing real property.

(c) Upon an appropriate written resolution from Diocesan Council, the Ecclesiastical Authority may designate for Active Management any real property of the Diocese not held for the benefit of a parish, corporation, or mission that continues to exist and not needed for the operation of the Diocese. Subject to policies established by the Diocesan Council, the Property Committee shall maintain, market, and lease to tenants the properties under Active Management. Contracts with tenants shall be executed pursuant to Section 2(a)(3) of this Canon D-III. Proceeds from Active Management shall be placed into a Property Management Fund established by the Trustees. Expenses of Active Management shall be paid from the Property Management Fund or such other moneys as determined by Diocesan Council. Diocesan Council may direct the use of excess accruals in the Property Management Fund.

(d) The Property Committee may engage, employ, and pay reasonable compensation to such attorneys, appraisers, real estate brokers, property managers, insurers, general contractors, and other providers of services as necessary to execute its responsibilities.”

Canon 15, Section 4 is rewritten as follows:

“Section 4. Departments. The Diocesan Council shall organize from its membership, supplemented as herein provided, a Department of Outreach and Justice Ministries, a Department of Christian Formation, Department of Youth and Young Adults, a Department of Congregational Support and Development, a Department of Finance and Administration, a *Department of Planning*, and such other departments as in its judgment may be necessary; and it shall provide the manner and means by which its departments shall be staffed and financed. From the Council membership the Bishop Diocesan shall appoint the members of each department and designate its chair. The chair of each chartered committee within a department shall be a member of the department. Subject to confirmation by the Council, the Bishop may appoint additional members to departments of the Council. Each department shall meet at least three times each year and report its activities to meetings of the Council. It shall receive and review budget requests from its chartered committees and submit its departmental budget to the Diocesan Council. The Bishop Diocesan, the Bishop Suffragan, and the Bishop Coadjutor, if there be one, shall be members of each department. ~~The chairs of the several Departments, the Bishops, and a minimum of two other members of the Diocesan Council appointed by the Bishop, shall constitute the Council Committee on the State of the Church.~~

Subject to Council review and approval:

(a) The Department of Outreach and Justice Ministries shall be responsible for the work of the Diocese with respect to those programs and activities that embody our ministry locally, nationally, and overseas;

(b) The Department of Christian Formation shall oversee those bodies that provide program and resources for education and formation throughout the Diocese.

(c) The Department of Youth and Young Adults shall oversee Diocesan programs for youth, ministry in higher education, and young adults.

(d) The Department of Congregational Support and Development shall coordinate the work of those agencies that work directly with congregations.

(e) The Department of Finance and Administration shall oversee the development and administration of the Diocesan budget and disbursement of grants; shall oversee the business, personnel, and property affairs of the Diocese, including the work of the Treasurer and the annual audit of the Diocese; and shall ~~include a committee on administrative and personnel policies consisting of three persons elected by the Diocesan Council from its membership which shall be responsible for formulating and reviewing~~ *formulate and review* administrative and personnel policies *of the Diocese* and reporting to Council as may be necessary or appropriate.

(f) *The Department of Planning shall use demographic information to inform the evolution of the program and organization of the Diocese, evaluate and propose changes to the program and organization of the Diocese, and develop the policy of the Diocese with respect to real property and propose real property transactions.*

Canon 15, Sections 6 and 7 are repealed in their entirety.”

Submitted by Diocesan Council

Comment: This change to the Canons will create a new entity with expertise in commercial real estate to advise the Diocese, to assist with real estate transactions, and to undertake management activities for selected real properties and thereby reduce the burden on diocesan staff, the Council, and the Trustees. Further, the Council Committee on the State of the Church will be replaced by a Department of Planning with expanded responsibilities including the development of policy regarding real estate. Lastly, the method in which the Department of Finance and Administration operates will be conformed to current practice.

Resolution 207.2 On Youth at Convention

The 207th Annual Convention enacts:

“Canon 44, Section 1 of the Diocese of North Carolina is rewritten as follows:

For purposes of this Canon, the term “the youth of the Diocese” shall mean the enrolled confirmed communicants in good standing of the parishes and missions of the Diocese between the ages of ~~sixteen~~ *fourteen* and eighteen who have not matriculated at an institution of higher learning.”

Submitted by Diocesan Council

Comment: This change to the Canons will increase the number of youth who qualify to apply for election as youth delegates to Convention.

Resolution 207.3 On Episcopal Elections

The 207th Annual Convention enacts:

“Article XII of the Constitution of the Diocese of North Carolina is amended as follows:

When a Bishop is to be elected the Convention shall vote ~~by written ballot and~~ separately by orders; and a concurrence on the same ballot of a majority of all the clergy entitled to vote in the Convention, whether present or not, and of a majority of all lay delegates authorized to be chosen as provided by canon, whether present or not, shall be necessary to an election.”

Submitted by the Commission on Constitution and Canons for first reading

Comment: There is a conflict in the Constitution that this resolution seeks to resolve by removing the words “by written ballot and” from Article XII, thereby bringing it into congruency with Article VI, Section 2 which requires all elections to be by ballot unless otherwise unanimously ordered.

Resolution 207.4
On the President of the Standing Committee

The 207th Annual Convention enacts:

“A new Section 5 is added to Canon 9 of the Diocese of North Carolina as follows:

If not otherwise entitled, the President of the Standing Committee will be entitled to seat and voice at all Conventions of this Diocese.”

Submitted by the Commission on Constitution and Canons

Comment: From time to time the Convention needs to hear the President of the Standing Committee. An example is during the election of a Bishop. This provision would make it unnecessary to adopt a special rule authorizing the President of the Standing Committee to speak when he or she is neither clergy nor a lay delegate.

Resolution 207.5
On Equitable Racial Hiring Practices for Diocesan Positions

Resolved, that the Episcopal Diocese of North Carolina begin the process to achieve racial equity in the hiring of Diocesan staff.

Be it further resolved that the Episcopal Diocese of North Carolina contract with a firm with specialty in workplace diversity, equity, and inclusion to perform an outside racial audit of Diocesan hiring processes and policies to be provided to the Diocesan Council, Racial Justice and Reconciliation Committee (RJRC) and 208th Convention of the Episcopal Diocese of North Carolina.

Be it further resolved that all Diocesan staff, including bishops, members of the Diocesan Council, the Standing Committee and Racial Justice and Reconciliation Committee attend, at Diocesan expense, equitable hiring training to be provided by the firm that performs the racial audit.

Be it further resolved that the Racial Justice and Reconciliation Committee develop a plan, practices, and metrics to achieve racial equity among the Diocesan staff by no later than 2027. The RJRC will present this plan for the approval of the 208th Diocesan Convention and give annual progress updates to successive conventions until fulfillment of the plan’s goals.

Be it further resolved that the RJRC create an Accountable Structures and Practices subcommittee to oversee and to develop transparent procedures and practices for Diocesan hiring, committees, vestries, and search committees.

Submitted by the Rev. John Gibson

Comment: Notwithstanding its historical and recent efforts towards racial reconciliation, The Episcopal Diocese of North Carolina follows a discriminatory staff hiring practice. Our Diocese talks the talk of racial reconciliation but fails to walk it when hiring Diocesan staff.

Even though Diocesan leaders articulate racial reconciliation and Beloved Community, they have not put commensurate effort into equitable racial staff hiring. People of Color are disproportionately underrepresented and whites overrepresented on the Diocesan staff relative to the demographics for the state of

North Carolina. As of October 7, 2022, the Diocesan staff web page shows three African Americans, 9.4% of the staff, and twenty-nine white persons, 90.6%. In contrast, whites constitute 61.9% and People of Color 38.1% of North Carolina's population.

Systemic racism is a historic stain on this Diocese. There has never been racial equity on the Diocesan staff. In the 2000's, the Most Rev Michael Curry called for the Diocese to look like this State by 2017. The time is long overdue to achieve Presiding Bishop Curry's vision which is the Dream of God.

This resolution follows the charge of resolution A130 that was passed this summer by the 80th General Convention of the Episcopal Church. This "Resolution for the Development of Best Practices in Hiring and Developing Organizational Cultural Competencies" calls on the Executive Council "*to develop model hiring, workplace, and Committee/Commission/Board practices that intentionally increase equitable hiring and access to leadership positions for People of Color and that promote healthy work environments within the church.*" A130 encourages dioceses and congregations "*to actively engage in addressing the ways that white supremacy culture has shaped its own structures, policies, and practices and work toward deepening their cultural competency, including, but not limited to ... [s]eeking out external coaching where necessary to help leaders address their own biases and to help examine the culture of the diocese and its leadership*" (Emphasis added).¹

The establishment of an Accountable Structures and Practices subcommittee for the RJRC follows the model of the Episcopal Diocese of Massachusetts' Racial Justice Commission.²

This resolution applauds the efforts made by Bishops Rodman, Hodges-Copple, the Diocesan staff present and past, and the lay persons and clergy of this Diocese who have worked tirelessly that we may be Beloved Community. In the biblical prophetic tradition, it also challenges the entrenched racial bias that too often occludes, frequently, unknowingly, equitable hiring in this country.⁴ It calls the Diocese to achieve Diocesan staff racial equity by 2027. The hope of this resolution, despite the discomfort it may cause, is to create awareness, conversation, and action that we may incarnate the full diversity of the body of Christ.

Thank you for your thoughtful and prayerful consideration.

Resolution 207.6

Withdrawn

¹ The General Convention of the Episcopal Church, "A130 Resolution for the Development of Best Practices in Hiring and Developing Organizational Cultural Competencies." Virtual Binder: Resolutions, <https://www.vbinder.net/resolutions/203?-house=HD&lang=en>. Accessed October 9, 2022.

² The Episcopal Diocese of Massachusetts, "Racial Justice Commission." The Episcopal Diocese of Massachusetts, 2022, <https://www.diomass.org/racial-justice-commission>. Accessed October 9, 2022.

³ A study published in 2004 found that resumes with randomly applied white-sounding names sent to prospective employers had 50% more call backs than the same resumes with black-sounding names. Marianne Bertrand and Sendhil Mullainathan, "Discrimination in the Job Market in the United States," J-PAL, <https://www.povertyactionlab.org/evaluation/discrimination-job-market-united-states>. Accessed October 13, 2022.

Resolution 207.7 On Reducing Gun Violence

The 207th Annual Convention enacts:

“Resolved, that in keeping with our baptismal covenant to respect the dignity of every human being, and to minimize the impact of gun violence, the 207th Annual Convention commits to urge state and federal legislators to sponsor and support the passage of laws to:

1. Require universal background checks for every gun purchase, including private sales, sales at gun shows, and ghost guns;
2. Ban possession of, sale of, transfer of and manufacture of semi-automatic, military-style assault weapons and high-capacity magazines;
3. Require persons to provide evidence of reputable gun safety training prior to purchasing a gun;
4. Promote local and federal funding to research the causes and prevention of gun violence;
5. Promote funding for expansion of Community Violence Intervention Programs; and

Be it further resolved that the congregations of the Diocese of North Carolina be strongly urged to:

1. Include gun violence prevention regularly in conversations, educational sessions, and prayers;
2. Partner with local agencies and community groups to encourage gun dealers to adhere to all regulations and best safety practices, and share discovered resources with other congregations and convocations;
3. Ban the possession of guns on church property;
4. Identify and support existing Community Violence Intervention Leaders and Programs; and

Be it further resolved that all members of the Diocese of North Carolina be encouraged to:

1. Commit to educating themselves on the issues of gun violence, gun violence prevention, and Community Violence Intervention;
2. Seek and share accurate information on gun violence and gun violence prevention in your community, particularly the danger of ghost guns;
3. Store guns and ammunition safely and securely at all times; and
4. Promote the importance of teaching and practicing gun safety.”

Submitted the Diocesan Task Force on Gun Violence Prevention

Comment: Ghost gun – “is a firearm that is produced by a private individual rather than a corporate or government entity. The term is used mostly in the United States by gun control advocates, but it is increasingly being used by gun rights advocates and some in the firearm industry. Because home-manufacture of firearms for personal use is not considered to fall under the U.S. federal government’s authority to regulate interstate, as opposed to intrastate, commerce per the Commerce Clause, individuals making their own firearms are not subject to federal or state background commercial check regulations.” (Wikipedia)

Semi-automatic, military-style assault weapons and high-capacity magazines - “An ‘assault weapon’ refers to a semi-automatic gun designed for military use and quick, efficient killing. Assault weapons are uniquely lethal because of their rapid rate of fire and high muzzle velocity — coupled with high-capacity magazines, which attach to an assault weapon to allow dozens of gunshots without needing to reload. A high-capacity magazine is typically defined as any magazine or drum that is capable of holding more than either 10 or 15 rounds of ammunition.” (Brady United: <https://www.bradyunited.org/fact-sheets/what-are-assault-weapons-and-high-capacity-magazines>)

Community Violence Intervention (CVI) Programs are evidence-based programs that identify and support people at risk for violence by helping them peacefully resolve conflicts, and by connecting them to local resources like employment, education, trauma support, and housing. In North Carolina, CVI program

types include Violence Interruption programs and Hospital-Based Violence Intervention programs. In our Diocese, the cities of Charlotte, Greensboro, Winston-Salem, and Durham have CVI programs – but more programs in more places are urgently needed. More information can be found at https://www.ncgv.org/wp-content/uploads/2022/09/CVI-Programs-Fact-Sheet-2022_2.pdf and <https://www.everytown.org/solutions/violence-intervention-programs/>.

Statistics related to the gun violence epidemic in North Carolina can be found on this fact sheet from the Injury and Violence Prevention Branch of the North Carolina Department of Health and Human Services: <https://injuryfreenc.dph.ncdhhs.gov/DataSurveillance/VDRS/FirearmDeaths2020.pdf>

Other websites with information related to gun violence and gun violence prevention include:

- NC Injury Prevention Branch: <https://injuryfreenc.dph.ncdhhs.gov/>
- North Carolinians Against Gun Violence: www.ncgv.org
- Johns Hopkins Center for Gun Violence Solutions: <https://publichealth.jhu.edu/departments/health-policy-and-management/research-and-practice/center-for-gun-violence-solutions>
- Everytown Research & Policy: <https://everytownresearch.org/>

Resolution 207.8

On Expansion of Creation Care Work and Engagement in the Communion Forest Initiative

The 207th Annual Convention enacts:

“Resolved that the 207th Annual Convention of the Episcopal Diocese of North Carolina calls for the expansion of creation care engagement by all congregations in the Diocese, including but not limited to engagement in the Communion Forest Initiative of the 2022 Lambeth Conference, in support of our Biblical call to care for God’s creation (Gen. 2:15), our Mission Strategy priority of Creation Care and our recognition that each and every time we abuse or fail to protect God’s creation, we are impacting our global neighbors, particularly the poorest and most vulnerable; and

Be it further resolved that the Convention calls for the following actions to serve God’s creation and by doing so, our global neighbors, so that all our communities and lives are protected from temperature extremes, wildfires, extreme rain events and flooding, and loss of plant and animal species:

- A. That the Chartered Committee on Environmental Ministry survey congregations to determine their current and planned involvement in creation care initiatives and activities, so as to promote collaboration and mutual learning;
- B. That every congregation at some point during 2023:
 - a. Engage in the Communion Forest Initiative, which may include tree-planting, protection of meadows and grasslands, work to preserve wetlands, stream restoration, etc.;
 - b. Include in their Christian Formation programming information about the importance of creation care from Biblical, Baptismal Covenant, and Way of Love perspectives, recognizing that climate change impacts the poorest and most vulnerable populations throughout the world, who often live in the locations most vulnerable to climate change impacts or work in the jobs that put them most in danger from those impacts; and
 - c. Work collaboratively with other congregations and organizations, both locally and globally, on initiatives deemed particularly important in their communities.
- C. That the Chartered Committee on Global Mission engage with our Companion Dioceses of Botswana and Costa Rica, and that other congregations having global relationships, engage with their global partners, to learn of the impacts of climate change, and share how those Dioceses and congregations are engaging in creation care initiatives; and

- D. That these Committees and congregations share their stories, insights, and photos through Diocesan and other avenues, to inform and inspire congregational and convocational efforts; and
- E. That these Committees prepare a report on the outcomes of this resolution for presentation at the 208th Annual Convention.”

Submitted by the Chartered Committee on Environmental Ministry and the Chartered Committee on Global Mission

Comment: The Diocese has made creation care a priority, and the Lambeth Conference has called attention to climate change and the need for congregations to act, because from the beginning, God put creation under human charge. As committed Christians, we realize that “to love God and to love our neighbor as our self” means to take care of all the created beings on earth and realize that what we do affects all of Creation, not just ourselves. Science has shown how communal decisions such as extravagant use of fossil fuels by developed countries, and deforestation, have harmed creation and contribute to climate change. We, and our global siblings in Christ, are seeing the resulting devastation: droughts on every continent that are leading to widespread starvation, wildfires spreading rapidly as vegetation dying from rising temperatures burns quickly, increasingly severe storms and killing flash floods from Alaska to Pakistan, sea level rise at virtually every coast as glaciers and icecaps melt, loss of habitat and resulting loss or migration of species. These events are tragedies; the even greater tragedy is that in just about every case, those who suffer most are the poorest and most vulnerable, who often did nothing to contribute to these climate changes, yet are the hardest-hit by them. They are the very people who had a special place in Jesus’ heart and for whom we are called to care most especially. If we are to lead “Jesus-shaped lives,” as Archbishop of Canterbury Justin Welby describes it, we must care for the creation brought into being through God’s Word, and for those who are suffering its impacts unjustly...making this a justice issue as well as one of loving our neighbor. This can be done through advocacy, and also by very doable concrete actions that are proven to reduce or remediate our negative environmental footprints.

To live into our Baptismal Covenant of striving for justice and peace, and respecting the dignity of every human being, we as a Diocese, as individual congregations, and as individuals must learn to intentionally weigh the issues of environmental integrity, climate change, and mission outreach, both locally and globally, in all future decisions. While this is work that each person can do, it is work that cannot be accomplished only by individuals each doing their own thing. It is work that must be collaborative and coordinated, for greatest impact, for the need is urgent. In order to aid in accomplishing that, the Chartered Committees on Environmental Ministry and Global Missions over the next year will work together to survey congregational work in our own Diocese, with other dioceses in the US, and with our companion dioceses. We ask that congregations that have global relationships, such as those having relationships with Haiti through Haiti Re-forestation Partnership and others, also engage in dialogue with those dioceses, for mutual learning, prayer, and potential collaborative work.

We include Formation opportunities in this resolution, not only to share information about what individuals, congregations, and other entities from schools to businesses can do, but also to create deeper understanding and stronger commitment to the need for practicing creation care. This always was more than something that was nice to do; we are now at a point at which it is an existential need. We believe the Communion Forest Initiative represents a concrete action every congregation can undertake, and one that opens the door in a beautiful way to a better understanding of the theological underpinnings for creation care work, and the absolute necessity of engaging it.