

**Resolutions Adopted by
The 163rd Convention of the Diocese of California
October 20, 2012**

I. GENERAL RESOLUTIONS

PEOPLE LIVING IN POVERTY

Resolved, That the 163rd Convention of the Diocese of California calls upon all of its constituent Committees, commissions, institutions and congregations to include as part of every meeting in calendar year 2013, no matter what the purpose, the following agenda item: “How will what we are doing here affect or involve people living in poverty?”

MARTIN LUTHER KING JR. DAY OF SERVICE

Resolved, That the 163rd Convention of the Diocese of California calls upon all congregations in the Diocese of California to mark Martin Luther King Jr. Day, as celebrated in the civil calendar, as a Day of Service for all members of the congregation and particularly for children and youth.

SUPPORT FOR PROPOSITION 34

Resolved, That the 163rd Convention of the Diocese of California encourages all members of the Diocese to actively support State Ballot Initiative Proposition 34, “The SAFE California Act,” or “The Savings, Accountability, and Full Enforcement for California Act”.

Resolved, That this resolution be distributed to the news media through the diocesan communications office and that the first resolved clause be published in its entirety in every congregation in one or more of the following ways:

- (1) read aloud by the priest-in-charge or a lay-reader at all Sunday services in parishes and missions on the last Sunday in October of this year;
- (2) printed in its entirety in the bulletins or service leaflets on that day;
- (3) distributed in its entirety in print or digitally, as in the newsletter of the congregation, to arrive in members’ homes by the first Saturday in November of this year.

II. FINANCIAL RESOLUTIONS

2013 ASSESSMENT FORMULA

Resolved, That the 2013 assessment formula shall be:

1. 5% assessment on the first \$65,040 of a parish or mission's operating income for 2011 as defined on Line A of the 2011 parochial report
2. 17% assessment on all such income above \$65,040 provided that,
3. No parish or mission shall have an increase over 2012's initial assessment before appeals of more than 50% or \$15,000, whichever is less.

2013 SALARY RESOLUTION

Resolved, That effective January 1, 2013, the minimum annual compensation for clergy employed full time by the Diocese of California and by any parish or mission thereof shall be increased by 2.6% as reflected in the 2013 Mandatory Minimum Salary Schedule.

Further Resolved, That Years of Experience be defined by Credited Service with The Church Pension Fund.

2013 Mandatory Minimum Salaries Including Self Employment Tax

Congregation Classification	Experience 0-4 Years	Experience 5-9 Years	Experience 10+ Years
A	65,040	68,653	72,266
B	67,208	71,183	75,156
C	69,401	73,711	78,047
D	72,266	78,047	83,829
E	79,493	86,719	94,019

Associate clergy minimums are based on cleric's Years of Credited Service at two grades below actual congregation classification.

Resolved,

1. That the minimum transportation allowance be \$0.555/mile for congregation-related travel; to be adjusted in accordance with IRS published rates for 2013.
2. That any deviation below these minimums will be permitted by the Bishop for serious cause, with the Bishop using the Personnel Practices Commission as a council of advice.
3. That employers of all clergy pay to each cleric 50% of the self-employment tax assessed on the cleric's base compensation as a portion of total compensation (7.65% of base compensation). **This amount is included in the above schedule.**
4. The Personnel Practice Committee strongly urges all churches, wherever possible, to increase the clergy and lay staff compensation 2.6% for 2013 to accommodate for inflation.

[The table titled "2013 Congregational Grade Structure" on page Fi-15 in the Day of Convention Booklet for the 163rd Convention of the Diocese of California is incorporated by reference.]

2013 BUDGET

The 2013 Operating Budget adopted by the 163rd Convention as listed on pages Fi-8 through Fi-13 in the Day of Convention Booklet for the 163rd Convention of the Diocese of California is incorporated by reference.

III. COURTESY RESOLUTION

HAPPY BIRTHDAY MARC ANDRUS

Whereas, the twentieth day of October is the birthday of **The Right Reverend Marc Andrus**, Bishop of the Diocese of California; and

Whereas, Bishop Marc has graciously volunteered to spend this day embroiled in the hurly-burly of Diocesan Convention, rather than kicking back and relaxing; and

Whereas, this day marks the beginning of a year in which Bishop Marc will take a well-earned sabbatical; therefore be it

Resolved, That this 163rd Convention of The Diocese of California extends its heartfelt congratulations to **Bishop Marc** on his natal day, beseeching God to grant him good health, refreshment, renewal and an abundance of Spirit in the year to come.

Certified by: *David A. Frangquist, Secretary of the Convention*