

61st Diocesan Convention

TITLE: Creation of a Task Force on Employment Policies

Names of submitters:

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Church Name: Canterbury Episcopal Campus Ministry in Flagstaff

Church City: Flagstaff

RESOLVED: That, in accordance with Resolutions 2018-D017 (Support Policies Addressing Workplace Harassment and Exploitation) and 2018-B006 (Encourage Letters of Agreement in Hiring Processes) of the 79th General Convention of the Episcopal Church and Resolution 1997-B018 (Recommend Parity Between Clergy and Lay Employees) of the 72nd General Convention of the Episcopal Church, the 61st Diocesan Convention of the Episcopal Diocese of Arizona establish a Task Force to oversee the creation of an updated employment handbook to include comprehensive hiring policies, employment practices, abuse prevention, whistle-blower protections, and conflict of interest policies in the diocese, and its missions and parishes. And be it further

RESOLVED: That this Task Force be composed of no fewer than five and no more than nine members, to be appointed by the Bishop or the Bishop's designee, and approved by the Standing Committee. The Task Force shall be composed of an equal number of Clergy (canonically and actually resident in and actively exercising priestly or diaconal ministry in the Diocese) and resident Lay communicants or employees from within the Diocese. At least three of these members shall be current or former lay employees within The Episcopal Church. The Task Force shall meet, in person or by electronic means, no fewer than four times before the 62nd Diocesan Convention. And be it further

RESOLVED: That this Task Force revise the current Diocesan Employee Handbook and present a draft and recommendation for implementation to the Bishop and Standing Committee by September 1, 2022.

Explanation: Resolution 2018-D017 of the 79th General Convention of the Episcopal Church states that this Church supports public policies and other efforts to reduce assault, sexual and other forms of harassment, and exploitation in the workplace, including but not limited to equal opportunity and whistle-blower protections. Resolution 2018-B006 of the 79th General Convention of the Episcopal Church states, "that every diocese and ministry organization, in recognition of the guidelines included in The Manual of Business Methods in Church Affairs, be requested to include a letter of agreement as part of a transparent hiring process for any church employee." Finally, Resolution 1997-B018 of the 72nd General Convention of the Episcopal Church states that this Church "recommends parity between clergy and lay employees serving in equivalent positions with regard to salary, pension, insurance and benefits, including medical and professional development," and that "all dioceses, churches, and institutions of the Episcopal Church be urged to make and implement this recommendation for all such employees." We recognize that this Diocese does not currently have an up-to-date employee handbook and set of policies to ensure that our diocese, missions, and parishes do not commit the employment atrocities that the 72nd and 79th General Conventions have stated are against our values as a Church. We are called to be an example to the world in how we conduct our business affairs in the most ethical and equitable manner. Without even minimum whistle-blower and workplace harassment protections for our employees, we fail at this calling.

Funding Implications: There are no anticipated funding implications outside of any support needed by the Employment Policies Task Force for this work to be completed.