Direct Church Pension Group to Report
Clergy Compensation by Race


Resolved, that the 233rd Convention of the Diocese of Connecticut submit to the 79th General Convention of the Episcopal Church the proposed resolution:

Resolved, the House of ________ concurring, that the 79th General Convention, recognizing the need for The Episcopal Church to participate in “Becoming Beloved Community,” directs Church Pension Group to develop a strategy for collecting, compiling, and reporting clergy compensation data by race; and be it further

Resolved, that this strategy include collecting this data from clergy currently enrolled in the Church Pension Fund, as well as from future enrollees as part of its standard intake process; and be it further

Resolved, that Church Pension Group present for approval its proposed strategy to Executive Council at its winter 2019 meeting; and be it further

Resolved, that the Church Pension Group “2019 Clergy Compensation Report,” as well as reports for subsequent years, include data about compensation by race.

Explanation
The Church Pension Group collects and compiles clergy compensation data. Its annual Clergy Compensation Reports present that data by many of factors. Data by gender is invaluable as women clergy seek to close the persistent gender gap it reveals. CPG does not collect data by race. General Convention Resolution 2015-A182, “Address Systemic Racial Injustice,” “… urges the Church to enter into … internal analysis to address systemic racial disparities and injustice in the Church and the wider culture.” There are almost certainly “systemic racial disparities and injustice” in clergy compensation. CPG must provide the “internal analysis” necessary to resolve them.
How does this resolution further God’s mission of restoration and reconciliation with all of creation?
Since its founding, the Church has participated in the sin of racism. The continuing outfall of this sin almost certainly includes disparities by race in clergy compensation and opportunity. The collection, compilation, and reporting of data on clergy compensation by race would be an important step toward restoring the Church to holiness and reconciling the Church with those who continue to be harmed.

Statement of Requirements to Implement the Resolution:
Appropriate procedures for referral of the proposed resolution and explanation to the 78th General Convention of The Episcopal Church.