

The Episcopal Diocese of Maryland



Convention Journal

Part B - Appointments, Nominations, and Resolutions

**For the
239th Annual Convention**

November 10 - 11, 2023

Table of Contents

Appointments by Bishop.....	3
Nominations by Diocesan Council.....	3
Compensation and Benefits.....	4
Diocesan Council Member at Large.....	6
Disciplinary Board.....	8
Standing Committee.....	11
Resolution 2023-01.....	16
Resolution 2023-02.....	20
Resolution 2023-03.....	22
Resolution 2023-04.....	28
Rules of Order.....	34
Select Rules of Order.....	37
Directions for Balloting.....	38
Ballot Resource Sheet.....	39

239th Annual Convention of the Episcopal Diocese of Maryland

Appointments and Nominations

APPOINTMENTS BY BISHOP to be ratified by convention:

Diocesan Chancellor and Parliamentarian: Mr. Neal Baroody
Parliamentarian: The Rev. Lauren Bloom
Dispatcher of Business: The Rev. Canon Chris McCloud
Chief Teller: Ms. Susan Beares
Sergeant of Arms: Ms. Kate Riley
Archivist: Ms. Mary Klein
Historiographer: Ms. Rebecca Thayer

APPOINTMENTS BY BISHOP to be confirmed by convention:

Middendorf Revolving Fund: The Rev. Mimi Mathews, The Rev. Bruce McPherson, Mr. Cleveland Miller, Mr. Ronald Reno, Mr. Walter Shamu, Mr. Doug Vaughn

Commission on Ministry: The Rev. Lisa Bornt, The Rev. Freda Marie Brown, The Rev. Neva Brown, The Rev. Pamela Conrad, Mr. Scott Cooper, The Rev. Christopher Dreisbach, The Rev. J. Joseph Hart, The Rev. Chip Lee, Ms. Lauren Merrill, The Rev. Derek Miller, The Rev. Brandt Montgomery, Ms. Blessing Ogamba, The Rev. Joshua Rodriguez-Hobbs, The Rev. Patti Sachs, The Rev. Jon Shematek (Co-Chair), The Rev. Amy Shimonkevitz, Ms. Lynda Siggers, The Rev. Travis Smith, Ms. Evelyn Williams, Ms. Judy Wright (Co-Chair).

Compensation and Benefits Committee: The Rev. Annette Chappell, Ms. Anne Gross, the Rev. Dr. Jason Poling.

Claggett Center Board of Trustees: Mr. Jeff Ayers, Ms. Sandra Alger, Mr. Buck Lyon-Vaiden, Ms. Jane Lyons, Ms. Barbara Miles, Mr. Ronald Reno, the Rev. Canon Chris McCloud, the Rev. Dina van Klaveren (chair), the Rev. David Wacaster, Mr. Jason Kamrath.

NOMINATIONS BY DIOCESAN COUNCIL to be elected by convention:

Treasurer: Mr. Jim Lindsey
Assistant Treasurer: Mr. Jason Kamrath
Auditors: Gross, Mendelsohn and Associates
Investment Committee: Mr. Peter Austin (chair), Mr. Fred Hopkins, Mr. Charles Johnson, Mr. Joe Lynagh, Mr. Eric Schopf, Mr. Jim Lindsey, Mr. Doug Vaughan, Ms. Vicki Willard.

NOMINATIONS BY CONVENTION to be elected by convention:

Compensation and Benefits Committee:

Elect one lay person and one cleric until 2026:

Appointed Members:



The Rev. Annette M. Chappell

Continuing to serve as elected:



The Rev. Henrietta Wiley (2024)



Ms. Elizabeth (Liz) Healey (2024)



The Rev. Jennifer Grimelli (2025)



Ms. Christine Schmitz (2025)

Lay Nominee



Mr. Charles Roebuck
Sherwood, Cockeysville
Occupation: Printer

I am running for comp & benefits as I enjoy using my layperson skills and experience to bring an outside perspective to needs of the diocese. As a business owner and parish treasurer, I have a good background to help. Plus I enjoy doing it!

Nominated by: The Rev. Nancy H. Hennessey

It is a pleasure to recommend Charles Roebuck to the Compensation and Benefits Committee. Charles is well versed in the intricacies of maintaining the financial health of a parish. He has served as Sherwood's treasurer for many years, and he guided us successfully through some challenging times, including COVID. His professional background as a business owner, his previous experience of serving on this committee, and his commitment to serving on other Baltimore nonprofits are assets he will bring to the table. I have no doubt his financial skills and business knowhow will make him a valuable contributor to the Compensation and Benefits Committee.

Clergy Nominee



The Rev. Anne Coghill Wright
Trinity, Elkridge
Occupation: Rector

I have served on the Compensation and Benefits committee for the last 3 years and would like to continue to serve the Diocese of Maryland in this capacity.

Prior to Seminary, I was the Employment Director in the Human Resources Department of a mid-sized Government Contracting firm. I'm aware of the importance of fair hiring practices, insuring living wages for all employees, and affordable benefits. I've also been a priest 18 years and have seen firsthand the pros and cons of those benefits. Should I be re-elected, I'll continue to be an advocate for fair practices for lay and ordained employees as well as for the churches and institutions that hire them.

Nominated by: The Rev. Travis Smith

Anne+ and I have worked closely with one another for over nine years. She has been a support to the people of Trinity and the people of our community of Elkridge. Anne+ is a treasure trove of experience in human resources and employment law, and has combined this experience with her understanding of the gospel and her many years as a Rector in our denomination. If re-elected she will continue to provide a voice of reason, security, and sanity to the Compensation and Benefits Committee. I could not recommend her more highly to stand for re-election.

Diocesan Council Member at Large:

Elect two lay persons and two clerics until 2026

Elected persons remaining after convention 2023:



Ms. Karen Carrington Fletcher (2024)



Mrs. Sally Goss (2025)



Ms. Nancy Smith-Murphy (2025)



The Rev. Dr. Amy Slaughter Myers (2025)

Lay Nominees



Mark Halsey

St. John's, Hagerstown

Occupation: Retired

My wife and I have been active at St. John's since moving to Hagerstown in 2012. I serve on the Finance and Stewardship Commission, have served as Chair, and am currently on the Vestry. I was the Lay Delegate from St. John's in 2022, and will be serving as such this year. I serve or have served on a number of community nonprofit boards, including Horizon Goodwill, and am the current President of the Board of San Mar Community Services. Since retirement, I have continued to seek opportunities to contribute to St. John's, the Diocese. and the community. My higher education administration career, teaching and consulting, and respect for the Episcopal Church should contribute to my service on the Diocesan Council.

Nominated by: The Rev. Todd Young

Mark has served on our finance committee for several years and has experience with the University of Maryland system. This experience and his calm demeanor and willingness to serve make him an excellent candidate for Council.



Kerry Hual

All Hallow's, Davidsonville

Occupation

I have been involved in the Episcopal Church at various levels for the last 20 years, as a director of Christian education, parish youth coordinator, seminary preschool administrator, diocesan safeguarding officer, and clergy spouse. I have broad experience in watching my spouse seek to manage a parish, and I have worked on the staff of two separate episcopal parishes. I have a wealth of experience in church administration which I feel would be helpful in terms of the duties of the Diocesan Council, and I would be happy to serve the wider church in this manner.

Nominated by: The Rev. Jeff Hual

Kerry has been involved in the Episcopal Church at various levels for the last 20 years, as a director of Christian education, parish youth coordinator, seminary preschool administrator, diocesan safeguarding officer, and clergy spouse. She has broad experience in watching her spouse seek to manage a parish, and she has worked on the staff of two separate episcopal parishes. I know that she has a wealth of experience in church administration that would be helpful in terms of the duties of the Diocesan Council, and I think she would be an asset to the diocese if elected to serve in this manner.

Clergy Nominees

The Rev. Stephen P. Hagerty

St. John's, Ellicott City

Occupation: Senior Associate Rector for Discipleship

When discerning a way to serve, the Diocesan Council stood out to me for many reasons: I very much enjoy working with a team, especially in regard to planning and oversight. I am very organized, enjoy team fellowship, can provide levity and encouragement, and consistently try to communicate well and clearly. In my role as Senior Associate Rector, I am experienced in facilitating groups and building consensus, both of which would be helpful for the Diocesan Council. As I am new to the diocese, I also feel called to contribute to the overall health and spiritual vitality of the People of God in Maryland. I would be honored to serve in this way and am committed to serving well.

Nominated by: The Rev. Mary Sulerud

As a senior associate rector the Reverend Stephen has been instrumental in helping St. John's move into a post-pandemic community of faith that continues to be sustained by small group ministry, which in turn, supports over 50 ministries that serve Ellicott City, the State of Maryland, and the country of Kenya. Stephen's+ pastoral gifts, leadership in formation at all levels, and understanding of how we are nurtured in community, in the church and outside of it, would serve Diocesan Council by upholding its commitments to ministries on behalf of Convention including the College for Congregational Development, Reparation Grants, as well as youth ministries.



The Rev. Rhetta Wiley

Trinity, Towson

Occupation: Rector

I am running in part as a courtesy to serve out a departing committee members term. After serving on the Compensation and Benefits Committee, however, I am more interested in how diocesan policy is determined and carried out. We are at a very interesting moment in the life of this diocese and I would like to be involved with shaping our future.

Disciplinary Board:

Elect one lay person and two clerics until 2026

Elected persons remaining after convention 2023:



Ms. Alma Thompson Bell (2024)



The Hon. Enechi A. Modu (2024)



The Rev. Miriam (Mimi) Mathews (2024)



The Hon. John Henderson (202



The Rev. Lauren Bloom (2025)



The Rev. Christopher D. Tang (2025)

Lay Nominee



Stephen Alpern

Christ Church, Columbia

Occupation: Labor Arbitrator

I have served for eighteen years as the President of the Disciplinary Board and of its predecessor. During my tenure, I have worked closely with the members of the Board and with Diocesan officials to ensure that all persons coming before the Board, whether complainants or respondents are treated fairly and with consideration, consistent with Church canons. I have degrees from Georgetown University and Columbia University School of Law. By profession I am a labor arbitrator and am jointly selected by both parties to labor disputes. It has been a privilege to serve on the Disciplinary Board. If you choose to reelect me, I will be honored to serve again.

Nominated by: The Rev. Emmanuel Mercer

I have known Steve since I was first contacted by Christ Church as a candidate for Rector. Since my call, Steve has served two terms as Sr. Warden. In addition to the important role he's played in our congregation, he has served on the diocesan disciplinary board for many years. I know Steve to be of a fair mind and incredibly judicious. His superb grasp of the law and the spirit with which he adjudicates reflects his decency and belief in justice. Having been involved in dispute resolution for many years, there's no doubt in my mind that Steve brings to this role more than the requisite experience and temperament needed to accomplish this important task of our disciplinary process.

Clergy Nominees



The Rev. Nancy H. Hennessey
Sherwood, Cockeysville
Occupation: Rector

Before ordination to the priesthood in 2016, I served as the Ombudsperson for a Maryland college. My role was to lead differing parties through conflict resolution. Through this work I developed the necessary listening and evaluative skills to bring difficult issues to the table, ensuring all parties were heard and issues resolved. As the rector of Sherwood, co-chair of the Reparations Committee, and mentor for the Exploring Baptismal Ministry (EBM) with the Commission on Ministry, I recognize the importance of the prayerful work of truth telling, reconciliation, and deep listening. I would offer my best to ensure a fair-minded, impartial, empathetic, and honest process for all parties involved

in disciplinary action.

Nominated by: The Rev. Jessica Sexton

It is a privilege to nominate my fellow colleague and friend, The Rev. Nancy Hennessey to serve on the Disciplinary Board for the Diocese of Maryland. Rev. Nancy has the skills and experience to support and ensure the work of the Disciplinary Board to follow the Title IV processes in our diocese. She would bring her impeccable attention to detail, actively listening skills, and passion of truth-telling and reconciliation to her work on this board. Most importantly, her ministry is one of intentionality and integrity, and she leads with compassion and faith. She is not afraid of conflict but graciously and courageously confronts it for the well-being of all involved. It would be a gift to our diocese to have an empathetic, trustworthy and faithful leader like Rev. Nancy on the board.



The Rev. Dr. Joseph Walker-Lenow
St. James', Lothian
Occupation: Rector

I was in High School when news of the clergy sex abuse crisis broke; I have seen how unaddressed clergy misconduct has harmed its victims, and harmed the faith of so many friends of all ages and their ability to feel safe in church spaces. My training as an ethicist (Ph.D., University of Virginia) has given me resources for navigating complicated moral situations, centering considerations of justice while giving a fair hearing to all sides. I feel called to serve in this ministry, and am grateful for your consideration.

Nominated by: The Rev. Dr. Richard Laribee

I nominate and unreservedly recommend The Rev. Dr. Joseph E. Walker-Lenow to serve on the Disciplinary Board.

Joe is a faithful priest, meticulous scholar, thoughtful theologian, and published author who brings the the essential intellectual skills and habits to the table. But even more importantly, Joe deeply cares about ethics, justice, and the spiritual health of the Church. He cares about the

diocese, the world, and those clergy who would find themselves before the board. Not only would the other members of the board find him enormously helpful to their work, but they would find that he brings courage, well-measured caution, and insight to their deliberations.

Standing Committee:

Elect two lay persons and two clerics until 2027
Elected persons remaining after convention 2023:



The Hon. John Henderson (2024)



The Rev. Travis Smith (2025)



Ms. Victoria (Vicki) Willard (2026)



The Rev. Anne Marie Richards (2026)

Lay Nominees



Jeffrey P. Ayres
Redeemer, Baltimore
Occupation: Lawyer

I am running for the Standing Committee because I have the time, desire, and skills to do the job. I have practiced law for the past 45 years at Venable LLP. At Redeemer, I served twice on the Vestry, five years as a Senior Warden, and was a member of a Rector Search Committee. At the Diocesan level, I served for many years as Deputy Chancellor, Chancellor, and Parliamentarian – as well as Lay Mentor for Education for Baptismal Ministry. Recently, I served on the Bishop Coadjutor Search Committee. I have been on numerous community boards. I chaired the ECSM Board. I am Vice Chair of the Claggett Board.

Nominated by: The Rev. Dina Van Klaveren

It is my joy to nominate Jeff Ayres. We first worked together on the Commission on Ministry in 2008. His experience as chancellor combined with his passion for building up a community of love in the Episcopal Diocese of Maryland equip him well for the complex work of the Standing Committee. Jeff has an agile mind and an open heart, as well as multi-faceted experiences in church structures. A well-regarded mentor in the EfM and EBM programs, Jeff has also served as an advisor during crises to bishops, clergy, and lay leaders. Recently, his service on the Bishop Search Committee and Claggett Board provide perspective on the future of the diocese, and demonstrates his ongoing commitment.



Ms. Nona G. Diggs
St. Katherine of Alexandria, Baltimore
Occupation: Property Management

About four years ago, I was asked to consider running for the committee of the Diocesan Council. I felt so honored! The committee was very organized and I felt comfortable sharing things that could benefit the work that is done through Council. For me to be a part of that committee, I begin feeling like I was getting to know and learn my church better. I am running for the office of the Standing Committee because I continue to thirst for wanting to know and understand the mechanics of how this funny religion called the Episcopal Church functions for the larger body of the extended church along with the smaller body within our local areas to be for the good of the whole community and the world. As I grow, I teach and share the knowledge!

Nominated by: The Rev. Carol Burnside

I nominate Nona Diggs to be elected to the Standing Committee. I have known her for more than 18 years in the little church of St. Katherine's of Alexandria Episcopal Church. When I met Nona, she was the first Senior Warden in the History of that church at the time. In that leadership role, Nona has had to move that church forward at times when they didn't even have a Rector. Nona's leadership style is that she likes being in compliance with the Articles and Canons of the Church. The Standing Committee will be served greatly by Nona's presence on this committee.



Mr. Stuart Simms, Esq.

St. Michael and All Angels, Baltimore

Occupation: Attorney

I was recently appointed, just 4 months ago, to serve as a member of the Standing Committee. As a former member of several nonprofit Boards, including hospitals, educational organizations and community organizations, I bring 30 years of experience to the committee. In addition, as a practicing attorney over 35 years, I have been involved in complex and challenging matters ranging from personnel, finance and highly controversial matters. I have always approached such matters with care, deliberate, careful and focused consideration. I also served on the Vestry of my church, St. James' for 4 years. I am grateful for consideration to continue providing

assistance.

Nominated by: The Rev. Travis Smith

Stuart Simms was appointed to the Standing Committee in April of 2023 to fulfill the remainder of Kate McCallister's 2023 year. He has shown himself to have a quick mind and one that understands the legal nuances that go with advising our Bishops and navigating our Diocesan policies, and procedures. I have worked with Stuart this year and highly recommend him to continue on to serve on Standing Committee.



Mr. William Shaw

Holy Comforter, Lutherville

Occupation: Academic Advisor at Community Colleges

I've been a member of the Church of the Holy Comforter since I was born where I continue to be an active member. I have served in various positions at Holy Comforter and most recently in Diocesan service as a member of the Bishop Search and Transition Committees. In my secular life, I work as an academic advisor in 2 community colleges, assisting thousands of students each year achieve the benefits of higher education. I have also worked with various non-profits assisting with LGBTQ causes, minoritized communities and the growth of inner city youth sports and feeding programs. I'm excited to continue

my work in bringing the love of Christ into the world through the hearts and hands of our great communities.

Nominated by: The Rev. Lisa Bornt

I have known Will since December 2022 with my process of being called to The Church of the Holy Comforter, Lutherville. Will would serve God and the diocese faithfully and well as a member of the Standing Committee, and I am honored to nominate him. Will is a dedicated lay minister in his church community, work and life. And, from what I have heard and seen at Holy Comforter, he has been this way his whole life. From his life of prayer, to works of love and mercy in the community, to his Vestry service, and his preaching as a certified lay preacher, Will is an

astounding witness to Jesus and creative responses in ministry and leadership.

Clergy Nominees



The Rev. Randy Callender

St. Philip's, Annapolis

Occupation: Rector

I am running for the Standing Committee in the Diocese of Maryland to continue my commitment to serving our faith community. With extensive experience in various leadership roles, including co-chair of the bishop search, commission on ministry, and deputy for convention, I have gained invaluable knowledge and insights. These roles have honed my skills in decision-making, collaboration, and fostering inclusivity. As a member of the Standing Committee, I aim to contribute my expertise, dedication, and passion for our diocese's growth and well-being. Additionally, my recent appointment to fill the remainder of Rev. Matthew Hanisian's role demonstrates my readiness and commitment to this important ministry.

Nominated by: The Rev. Travis Smith

The Rev. Randy Callendar was appointed to the Standing Committee in April of 2023 to fulfill the remainder of the Rev. Matthew Hanisian's 2023 year. He has shown his leadership capacity in the diocese through chairing the Search Committee, being a Clergy deputy and serving as a mentor for Official Youth Presence to multiple General Conventions, while at the same time leading St. Philip's in Annapolis for the last eleven years. Randy has the theological and practical aptitude to navigate the procedures and policies of our diocese and advise our Bishops in the future. I have worked with Randy+ this year and highly recommend him to continue to serve on Standing Committee.



The Rev. Emmanuel Mercer

Christ Church, Columbia

Occupation: Rector

The opportunity to serve fills me with great joy. As one who loves God and our diocese, to share in the leadership of the church is a true gift that I honor most deeply. Among others, I have had the blessing of serving as member of the Diocesan Executive Council in the Diocese of Upper South Carolina; Commission on Clergy Compensation and Employee Benefits, Bishop Election and Transition Committee and Diocesan Executive Council, all in the Diocese of Pennsylvania. As Rector of a thriving multi-cultural, ethnic, diverse and affirming congregation, not only do I offer a rich tapestry of leadership experience, but also a different voice and perspective which

would enrich our diocesan conversation and approach to mission and ministry.

Nominated by: The Rev. Mary Sulerud

As the rector of Christ Church, Columbia, Father Manny has striven to make his church diverse, and representative of the values that we treasure as a Diocese committed to racial reconciliation.

Christ Church under his leadership continues to support its members as leaders on Diocesan committees and programs. Father Manny would bring to the Standing Committee not only an understanding of being the Episcopal Church in this country, but also internationally. He is active in this region in support of refugee resettlement and migrant ministry. His congregation represents what we are at our healthiest and holiest, people of many traditions, races, nationalities following Christ in imaginative ways that serve the Columbia community and beyond.



Rev. Arianne Rice

Good Shepherd, Towson

Occupation: Rector

I am excited and grateful to run for the Standing Committee. I have served as rector since 2011 at The Church of the Good Shepherd and two terms on the Clergy Disciplinary Board. In 2019, Bishop Sutton invited me to join the Bishop's Ministry Assessment Team to facilitate collaborative discernment between the congregation of St. Luke's and St. Luke's Youth Center (SLYC). This culminated in ongoing property redevelopment to serve and support the families of Franklin Square in Baltimore. During that two-year process I worked closely with the Standing and Property Committees as SLYC Board President. The fruit of

that work, coupled with additional board experience is why I want to learn, serve, and utilize my skills on this committee.

Nominated by: The Rev. Dina van Klaveren

I am delighted to nominate the Rev. Arianne Rice for Standing Committee. Over the past 12 years, I have observed Arianne's commitment to the people of Good Shepherd, Ruxton and St. Luke's Youth Center (SLYC) in West Baltimore which has forged a pathway for new models of ministry partnership in the Episcopal Diocese of Maryland. I believe that the upcoming bishop transition period will be well-served by Arianne's clarity of thinking and her 8 years of work as a Daring Way-certified facilitator. Arianne has demonstrated a commitment to good process in systems, facilitating follow-through on promises and maintaining open, courageous, and honest dialogue. These competencies will serve the work of the Standing Committee well.

Resolutions

Resolution 2023-01

Title: **Clergy and Lay Employee Compensation**

Submitted by: Compensation and Benefits Committee
Anne Gross and Liz Healey, Chairs

RESOLVED, that the 239th Convention of the Diocese of Maryland, meeting November 10-11, 2023, strongly encourages that all clergy and lay employees be paid at a minimum according to the Maryland Department of Labor, Licensing, and Regulation's Living Wage standard for a single employee. Currently this is \$16.13 for employees in Anne Arundel, Baltimore, Howard, Montgomery, Prince George's counties and Baltimore City; and will be \$15 for all other counties as of January 1, 2024; and be it further

RESOLVED, that all clergy and lay employees be granted an annual review of performance that should consider merit increases in compensation as appropriate; and be it further

RESOLVED, that the recommended minimum annual salary increase for parochial clergy and congregational lay employees for 2024 is the total of a 6.0% Cost of Living Adjustment (COLA) on the 2023 salary plus a salary adjustment based on responsibilities and performance; in considering compensation, vestries should take into account the recommended salary adjustments based on responsibility, experience, the performance review, and the COLA; and be it further

RESOLVED, that this Convention adopts the following honoraria for supply clergy (clergy who are hired to conduct service(s) in the absence of the congregation's regular cleric) who are not members of or associated with the congregation for 2024:

- 1 service between \$200 and \$300 plus travel expenses
 - 2 services between \$225 and \$350 plus travel expenses
 - 3 services between \$275 and \$400 plus travel expenses
- (Midweek services may be compensated at a lesser rate)

Guest Preachers (lay or clergy) who are not members of or associated with the congregation should be compensated appropriate to the circumstances with a minimum of \$125. Mileage and travel expenses should be paid in accordance with the Internal Revenue Service guidelines; and be it further

RESOLVED, that congregations are required to reimburse supply clergy for actual mileage traveled to and from the parish, at prevailing IRS rates. IRS rules for deducting "unreimbursed business expenses" make it imperative that congregations issue separate checks for business expense reimbursements (e.g., mileage) and honoraria or stipends. These reimbursements must not be mingled in the same check. As of June 2023, the mileage reimbursement rate is \$0.655 per mile; and be it further

RESOLVED, that for supply clergy, this reimbursement should be in addition to the honorarium paid for conducting services. Noting that the IRS now requires that a 1099-NEC be issued to anyone paid \$600 or more during the year, it is particularly important that payments for mileage and travel expenses are to be considered reimbursements and should not be included in any reporting of earnings for year-end 1099's; and be it further

RESOLVED, that for clergy on the congregation's payroll, the cost of commuting from home to work cannot be reimbursed as a travel expense. However, such clergy are to be reimbursed for

other travel expenses and mileage on church business (for instance, hospital visits, travel to conferences, etc.). Mileage reimbursements should not be included in any reporting of earnings for year-end W-2s; and be it further

RESOLVED, that, to avoid any misreporting with the IRS, it is strongly recommended that all reimbursements be paid in a separate check from any stipend or honorarium; and be it further

RESOLVED, that this convention urges all congregations to provide fair, equitable, and competitive compensation to all persons providing program services such as, but not limited to, music director, choir director, director of Christian education, and director of youth programs; and be it further

RESOLVED, that the compensation of full time associate and assistant clergy correspond to at least the minimum of the range for a cleric in charge of a family-sized congregation; and be it further

RESOLVED, that for transitional deacons and newly ordained priests for the first year following their ordination to the priesthood, the minimum annual Total Assessable Compensation (TAC) is \$76,102, the bottom of the range for a cleric in charge of a family-sized congregation; and be it further

RESOLVED, that this convention adopts the following TAC criteria for full-time clergy in charge of congregations within the Diocese for the year 2024. TAC for full-time clergy must be at least the minimum of the TAC range; and be it further

RESOLVED, that the below Compensation Chart be made available to congregations as a reference tool and guideline for increases to clergy compensation. For newly ordained clergy, the chart shows the range of TAC for each congregation size as well as an annual TAC progression from minimum to median over ten years for each church size, a tool offered as part of a comprehensive diocesan effort to correct disparities in clergy compensation based on race, gender, and sexual identity. For more experienced lead clergy, the chart shows the suggested minimum TAC based on the number of years since ordination.

**Total Assessable Compensation (TAC) Chart for Full Time
Rectors, Vicars, and Priests-in-Charge**

Congregation Size	Family (ASA <76)	Pastoral (76 - 140)	Transitional (141 - 225)	Program (226 - 400)	Corporate (>400)
----------------------	---------------------	------------------------	-----------------------------	------------------------	---------------------

TAC Medians and Ranges

Median TAC	\$91,555	\$99,271	\$125,225	\$148,150	\$185,454
	\$76,102	\$90,242	\$97,263	\$132,289	\$163,124
TAC Range	\$127,679	\$128,391	\$151,012	\$165,516	\$208,398

Years since Ordination: Minimum TAC for Lead Clergy who have been ordained 10 or fewer years

1 (Minimum of TAC range)	\$76,102	\$90,242	\$97,263	\$132,289	\$163,124
2	\$77,819	\$91,245	\$100,370	\$134,051	\$165,605
3	\$79,536	\$92,248	\$103,477	\$135,814	\$168,086
4	\$81,253	\$93,252	\$106,583	\$137,576	\$170,567
5	\$82,970	\$94,255	\$109,690	\$139,338	\$173,048
6	\$84,687	\$95,258	\$112,797	\$141,101	\$175,529
7	\$86,404	\$96,261	\$115,904	\$142,863	\$178,010
8	\$88,121	\$97,264	\$119,011	\$144,626	\$180,491
9	\$89,838	\$98,268	\$122,118	\$146,388	\$182,973
10 (Median of TAC range)	\$91,555	\$99,271	\$125,225	\$148,150	\$185,454

Years since Ordination: Minimum TAC for Lead Clergy ordained more than 10 years.

15	\$92,929	\$100,760	\$127,103	\$150,373	\$188,235
20	\$94,302	\$102,249	\$128,981	\$152,595	\$191,017
25	\$95,675	\$103,738	\$130,860	\$154,817	\$193,799

It is expected that the TAC of parochial clergy will increase in a manner that increases the cleric's position within the appropriate range. The annual recommended salary increase for 2024 shall be the total of a 6.0% Cost of Living Adjustment (COLA) on the 2023 salary plus a salary adjustment based on responsibilities and performance. Consideration also should be given to the ordained service of clergy originally ordained in a denomination other than the Episcopal Church (subject to the approval of the bishop). And be it further

Resolved, that Part-time clergy should be paid according to their experience and proportional to the number of hours worked; and be it further

Resolved, that the Compensation and Benefits Committee continue to monitor disparities in clergy compensation based on race, gender, and sexual identity; address gender and racial bias in the search process; and publicize educational opportunities as well as information concerning appropriate compensation. Congregations are referred to the Compensation and Benefits Guide <https://episcopalmaryland.org/for-parishes/clergy-and-lay-compensation-and-benefits/> for examples and further information.

EXPLANATION

Pursuant to Canon 4-140 of the Diocese of Maryland, the Compensation and Benefits Committee each year submits a Resolution for consideration by the Diocesan Convention that addresses annual compensation payable to parochial clergy, a cost of living increase for congregational staff,

and a living wage for congregational staff and compensation for certain key congregational lay staff.

The Compensation and Benefits Committee constructs its recommendation for clergy and lay employees' annual COLA in the following way: We determine the "rolling average" of the most recent three years' COLA as determined by the Social Security Administration (SSA). While we are mindful that SSA figures may not be a perfect proxy for living expenses in every case, we have adopted the rolling average as our standard because we believe it is the most consistent reference point for equitable salaries for parochial clergy and congregational staff. The calculated result this year is a recommended COLA of 6% for 2024. We know that the projected cost of living increase and equity adjustment may be fiscally challenging for some congregations; as always, each congregation will negotiate salaries with its clergy and staff according to its circumstances. We suggest that any congregation that finds itself struggling to live within these COLA recommendations should give serious consideration to the possibility of redefining one or more positions as part-time, or reducing the work hours of positions that are already part-time.

The components of TAC and information on how to formulate an equitable housing allowance are outlined in the Diocese of Maryland Compensation and Benefits Guide which is available on the Diocesan website or through the Diocesan office. The TAC ranges do not include salaries which clearly are part-time nor the lowest or highest actual salaries when these are inconsistent with other salaries in the particular ranges.

TAC is the assessable compensation reported to the Church Pension Fund and includes cash salary, utilities, payments made to Social Security, equity allowances, other miscellaneous allowances, and housing, either in the form of a housing allowance or, if a rectory is provided, as 30% of cash salary, social security, and utilities. Compensation also includes such items as contributions to individual retirement accounts, cash gifts to clergy and the payment of school fees for clergy children. This compensation amount does not include the pension payments made to the Pension Fund; any of the standard employee benefits such as health, life, and dental insurance; or reimbursed employee expenses as long as the reimbursement is based on actual expense.

We desire to ensure parity among all employees of parishes, missions, and other ecclesiastical organizations or bodies in the Diocese of Maryland regarding health insurance. Thus, all employees, clergy or lay, working at least 1,000 hours a year must be offered health insurance, and the ecclesiastical organization will pay the premium of at least the lowest plan offered by the diocese at least for the individual employee. This in no way prevents employees from enrolling in a higher cost plan offered by the Diocese and paying the difference in premium over that of the single-person rate of the lowest plan themselves. Nor does it prevent negotiation for the payment by the ecclesiastical organization of higher premiums such as for family plans or for higher cost plans. There is no requirement that the ecclesiastical organization pay the cost of the premium to employees declining health insurance coverage. If the employee is Medicare eligible, the congregation may save money by using one of the Medicare as Secondary Payer plans available.

In pursuing the mandate of the Canon 4-140 as to clergy compensation, the Compensation and Benefits Committee desires to bring the compensation decisions into line with the prevailing methods used by for-profit and not-for-profit organizations in Maryland. Most organizations establish salary ranges for a position based upon the responsibilities of the position, the qualifications of the person in the position and the prevailing compensation paid in the geographical area in question. Within those ranges, an employer sets compensation on the basis of experience and job performance. The above Resolution provides information for clergy in the Diocese of Maryland and allows the clergy and Vestries to negotiate fair compensation for each position in light of the size, demands, and resources of each congregation.

Resolution 2023-02

Title: Regarding the Creation of the Diocesan Food Security Network

Submitted by: The Rev. Travis Smith, Grace, Elkridge; The Rev. Steve Holt, Guardian Angel, Baltimore; The Rev. Jeffrey Hual, All Hallows, Davidsonville; The Rev. Dr. Amy Slaughter, St. Francis Episcopal Parish & Community Center, Timonium; The Rev. Mary Eliot, Christ the King, Woodlawn; The Rev. Ken Phelps, Jr., Holy Trinity, Essex; The Rev. Linda Boyd, Holy Trinity Essex; The Rev. Robert Frederick, Christ the King, Woodlawn; The Rev. Kathy Shahinian, St. Anne's, Annapolis; The Rev. Sara Yoe, St. Francis Episcopal Parish & Community Center, Timonium; Ms. Molly Phelps, LCSW-C, St. Francis Episcopal Parish & Community Center, Timonium; Ms. Glorius Sullivan, St. Bartholomew's; Mr. Alvin Collins, St. Anne's, Annapolis.

Resolved, that the 239th Convention of the Diocese of Maryland instruct the Bishop to appoint a Food Security Commission by January 1, 2024, for the purpose of completing a needs assessment, identifying existing resources, and then making recommendations to the 240th Convention as to the necessary steps to create, fund, and mobilize a Diocesan-wide Food Security Network, based upon its findings; and be it further

Resolved, that this convention call on our congregations - and all of the baptized - to deepen our commitments as Christian communities to address food insecurity, food-related health issues, and food-related environmental effects in our communities, through new and creative community, regional, and ecumenical projects such as school, church and community gardens, church garden tithing to food banks, involvement with migrant worker and farm worker ministries; and be it further

Resolved that this Convention call on our congregations - and all the baptized - to increase our involvement in advocacy for the development and maintenance of sustainable, equitable, culturally appropriate and accessible food systems.

Explanation

The General Convention has reaffirmed its commitment to address food security as a major area within eco-justice and a major area of overlap with public health, care of children and anti-poverty measures.

Statistically, 39% of Maryland households - representing approximately two million residents - are likely to be food insecure in a state that is ranked as the wealthiest in the United States (US News and World Report, October 2022). A significant number of parishes in the Diocese provide some form of food ministry in their communities and would benefit from the collective power of shared resources, expertise and volunteers.

The proposed network – comprised of representatives from food ministries across the

Diocese, community stakeholders, and others doing food justice work in the State of Maryland – could assist parishes in the creation of new and expansion of existing programs; coordinate the deployment of resources to include, but not limited to volunteers, land for food cultivation, and equipment; education related to food security, community gardening, farming, and equitable solutions; maintain a database of resources inside and outside the Diocese; engage in power mapping and power analysis to define the issues at hand and to deepen relationships with other agencies and community organizations; and could be responsible for allocating funds to parishes as needed.

The network could also

1. Promote understanding of the moral, cultural and environmental relationships associated with food systems, through educational programs focused on sustainability, equity, cultural diversity, and accessibility of all people to healthy food;
2. Deepen commitments as Christian communities to address food insecurity, food-related health issues, and food-related environmental effects in our communities, through new and creative community, regional, and ecumenical projects such as school, church and community gardens, church garden tithing to food banks, involvement with migrant worker and farm worker ministries; and
3. Increase our involvement in advocacy for the development and maintenance of sustainable, equitable, culturally appropriate and accessible food systems.

Funding will also be an essential component of this proposal. Monies necessary for the work of the Network - seed money for parish feeding projects; emergency food purchases; staffing - might initially be drawn from Diocesan endowments, among other sources. The Diocesan Council might consider ways that funding can be sustained.

Resolution 2023-03

Title: **Regarding the Commission on History, Culture and Civics in Education**

Submitted by: The Maryland Episcopal Public Policy Network; The Truth and Reconciliation Commission; Rev. Linda K. Boyd, Holy Trinity, Essex; Mr. Alvin Collins, St. Anne's, Annapolis; Rev. Pamela Conrad, St. Bartholomew's, Baltimore; Ms. Heather East, St. Anne's, Annapolis; Rev. Diane Fadely, Holy Apostle and St. Stephen, Arbutus; Rev. Ken Phelps, Jr., Holy Trinity, Essex; Rev. Kathy Shahinian, St. Anne's, Annapolis; Mr. Glenn Mortoro, St. Anne's Annapolis; Ms. Lynn Mortoro, St. Anne's Annapolis; Rev. Margaret VanAuker, All Saints, Sunderland

Resolved, that the 239th Convention of the Diocese of Maryland calls upon the Maryland General Assembly, commencing January 10, 2024, to pass the Commission on History, Culture and Civics in Education Act, for the purpose of establishing a Commission to make recommendations to the State Board of Education and the State Department of Education to further the discovery, interpretation, and learning of the history, culture, and civics of the United States and Maryland; and generally relating to the Commission on History, Culture, and Civics in Education; and be it further

Resolved, that the secretary of convention be instructed to share this resolution with Senate President Ferguson, Senate Majority Leader King, Senate Minority Leader Simonaire, Speaker of the House Jones, and House Minority Leader Buckel; and be it further

Resolved, that all clergy and lay members of the Diocese of Maryland and their partners in mission be invited to become advocates for the development of complete and inclusive curriculum on the State and local level and be encouraged to contact their state and local representatives to voice their support.

Explanation:

House Bill 0011 - Public Schools – African American History – Development of Content Standards and Implementation Act - was first introduced to the Ways and Means Committee in January of 2021 and did not make it out of committee. A second version was introduced on February 9, 2023 as HB 890 (see copy of HB 890 attached, along with HB 890 Department of Legislative Services Fiscal and Policy Note). A third version will be pre-filed in November 2023, to be considered in the 2024 General Assembly session.

The third version will be substantially similar to HB 890, and will be expanded to ensure that the contributions and accomplishments of African Americans; Asian Americans; Latinos; American Indigenous Tribes; Lesbian, Gay, Bisexual, Transgender and Queer Americans; persecuted Religious minorities; the Differently Abled and Women are adopted as standards and are included as part of history and social studies curriculum statewide for K – 12, as well as cultural features within those communities.

Passage of this resolution will give the Public Policy Network some leverage in Annapolis, assist in the development of allies and also provide support for parishes in their local communities as they work with local school boards which seek to implement anti-racism and restorative justice practices along with changes to their current curriculum, and who would welcome our support, consistent with our own anti-racism initiatives.

This Resolution is consistent with the Resolutions Passed by General Convention

In particular in 2006, the General convention passed Resolution 2006 – A127 which stated in part; “[t]hat in the spirit of inclusion, dioceses also be invited to determine whether their call **is to conduct truth and reconciliation processes in regard to other histories and legacies of racial discrimination and oppression that may be applicable in their geographic area, while not diminishing the strong call to focus on the history and legacy of slavery;**”

In addition, resolution 2006 – C011, stated in part; the General Convention “urge[d] the Church at every level to call upon Congress and the American people to support legislation initiating study of and dialogue about the history and legacy of slavery in the United States...”

The Episcopal Church has acknowledged its complicity in creating and sustaining the institution of slavery, and by its resolutions has underscored the importance of telling this story as part of the larger story of the African experience in America, and how this truth-telling is vital to our work of reconciliation.

A few of the pertinent resolutions of our Church are set forth below:

Resolution 2006 – A23; “Study Economic Benefits Derived from Slavery”

Resolved, That the 75th General Convention of The Episcopal Church declare unequivocally that **the institution of slavery in the United States and anywhere else in the world, based as it is on “ownership” of some persons by other persons, was and is a sin and a fundamental betrayal of the humanity of all persons who were involved, a sin that continues to plague our common life in the Church and our culture;** and be it further

Resolved, That The Episcopal Church **acknowledge its history of participation in this sin and the deep and lasting injury which the institution of slavery and its aftermath have inflicted on society** and on the Church; and be it further

Resolved, That we express our most profound regret that (a) The Episcopal Church lent the institution of slavery its support and justification based on Scripture, and (b) after slavery was formally abolished, The Episcopal Church continued for at least a century to support de jure and de facto segregation and discrimination; and be it further

Resolved, That The Episcopal Church apologize for its complicity in and the injury done by the institution of slavery and its aftermath; we repent of this sin and ask God’s grace and forgiveness; and be it further

Resolved, That the 75th General Convention of The Episcopal Church through the Executive Council urgently initiate a comprehensive program and **urge every Diocese to collect and document during the next triennium detailed information in its community on (a) the complicity of The Episcopal Church in the institution of slavery and in the subsequent history of segregation and discrimination and (b) the economic benefits The Episcopal Church derived from the institution of slavery;** and direct the Committee on Anti-Racism to monitor this program and report to Executive Council each year by March 31 on the progress in each Diocese; and be it further

Resolved, **That to enable us as people of God to make a full, faithful and informed accounting of our history,** the 75th General Convention of The Episcopal Church direct the Committee on Anti-Racism to study and report to Executive Council by March 31, 2008, which in turn will report to the 76th General Convention, on how **the Church can be “the repairer of the breach” (Isaiah 58:12), both materially and relationally, and achieve the spiritual healing and reconciliation that will lead us to a new life in Christ;** and be it further

Resolved, That to mark the commencement of this program the Presiding Bishop is requested to name a Day of Repentance and on that day to hold a Service of Repentance at the National Cathedral, and each Diocese is requested to hold a similar service.

Resolution 2006 – A127; Endorse Restorative Justice and Anti-Racism

Resolved, That the 75th General Convention of The Episcopal Church endorse the principles of restorative justice, an important tool in implementing a neutral articulation of the self-examination and amendment of life that is required to fulfill our baptismal covenant; and be it further

Resolved, That the 75th Convention, in support of and to enhance Resolution A123, call upon the Anti-Racism Committee of Executive Council to design a study and dialogue process and materials in order to **engage the people of The Episcopal Church in storytelling about historical and present-day privilege and under-privilege as well as discernment towards restorative justice** and the call to fully live into our baptismal covenant; and be it further

Resolved, That in the spirit of inclusion, dioceses also be invited to determine whether their call is **to conduct truth and reconciliation processes in regard to other histories and legacies of racial discrimination and oppression that may be applicable in their geographic area, while not diminishing the strong call to focus on the history and legacy of slavery**; and be it further

Resolved, That the dioceses will give a progress report to the Anti-Racism Committee. The Anti-Racism Committee will report their findings and recommendations to the Standing Commission on National Concerns and to Executive Council and to the 76th General Convention; and be it further

Resolved, That the Church hold before itself the vision of a Church without racism; a Church for all races.

Resolution 2006 – C011; “Support Legislation for Reparations for Slavery”

Resolved, That the 75th General Convention, affirming our commitments to become a transformed, anti-racist church and to work toward healing, reconciliation, and a restoration of wholeness to the family of God, **urge the Church at every level to call upon Congress and the American people to support legislation initiating study of and dialogue about the history and legacy of slavery in the United States** and of proposals for monetary and non-monetary reparations to the descendants of the victims of slavery.

HOUSE BILL 890

(Proposed in the 2023 General Assembly Session)

A BILL ENTITLED

AN ACT concerning

Commission on History, Culture, and Civics in Education

For the purpose of establishing the Commission on History, Culture, and Civics in Education to make recommendations to the State Board of Education and the State Department of Educa-

tion to further the discovery, interpretation, and learning of the history, culture, and civics of the United States and Maryland; and generally relating to the Commission on History, Culture, and Civics in Education.

BY adding to the Article - Education, Section 7-132 Annotated Code of Maryland (2022 Replacement Volume)

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW. [Brackets] indicate matter deleted from existing law.

SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND, That the Laws of Maryland read as follows:

Article – Education

7-132

(A) (1) THERE IS A COMMISSION ON HISTORY, CULTURE, AND CIVICS IN EDUCATION.

(2) THE PUPOSE OF THE COMMISSION IS TO MAKE RECOMMENDATIONS TO THE STATE BOARD AND THE DEPARTMENT TO FURTHER THE DISCOVERY, INTERPRETATION, AND LEARNING OF THE HISTORY, CULTURE, AND CIVICS OF THE UNITED STATES AND MARYLAND.

(B) THE COMMISSION CONSISTS OF THE FOLLOWING MEMBERS:

(1) THE FOLLOWING MEMBERS APPOINTED BY THE GOVERNOR:

(I) TWO MEMBERS REPRESENTING MARYLAND’S INDIGENOUS AMERICAN TRIBES, WHICH INCLUDE THE LENAPE, NANTICOKE, PISCATAWAY, CONOY, POWHATAN, ACCOHANNOCK, SHAWNEE, SUSQUEHANNOCK, TUTELO, AND SAPONI TRIBES;

(II) TWO MEMBERS REPRESENTING THE MARYLAND LGBTQI+ COMMUNITY, ONE OF WHOM IDENTIFIES AS TRANSGENDER;

(III) ONE MEMBER REPRESENTING THE MARYLAND DIFFERENTLY ABLED COMMUNITY; AND

(IV) ONE MEMBER WHO IS A TEACHER OR HOLDS A TEACHING LICENSE IN THE STATE;

(2) THE FOLLOWING MEMBERS APPOINTED BY THE GOVERNOR FROM A LIST OF NOMINEES:

(I) TWO MEMBERS REPRESENTING THE MARYLAND LATINX COMMUNITY, NOMINATED BY THE MARYLAND LEGISLATIVE LATINO CAUCUS;

(II) TWO MEMBERS REPRESENTING THE MARYLAND AFRICAN AMERICAN COMMUNITY, NOMINATED BY THE LEGISLATIVE BLACK CAUCUS OF MARYLAND; AND

(III) TWO MEMBERS REPRESENTING THE MARYLAND ASIAN AMERICAN AND PACIFIC ISLANDER COMMUNITY, DESIGNATED BY THE MARYLAND LEGISLATIVE ASIAN-AMERICAN AND PACIFIC-ISLANDER CAUCUS;

(3) TWO MEMBERS REPRESENTING HIGHER EDUCATION:

(I) ONE OF WHOM IS DESIGNATED BY THE CHANCELLOR OF THE UNIVERSITY SYSTEM OF MARYLAND; AND

(II) ONE OF WHOM IS DESIGNATED BY THE PRESIDENT OF THE MARYLAND ASSOCIATION OF COMMUNITY COLLEGES; AND

(4) THE STATE SUPERINTENDENT OF SCHOOLS, OR THE STATE SUPERINTENDENT'S DESIGNEE.

(C) (1) TO THE EXTENT PRACTICABLE, THE MEMBERSHIP OF THE COMMISSION SHALL REFLECT THE GENDER, RACIAL, ETHNIC, AND GEOGRAPHIC DIVERSITY OF THE STATE.

(2) A MAJORITY OF THE MEMBERS OF THE COMMISSION SHALL HAVE CLASSROOM EXPERIENCE OR EXPERIENCE IN DEVELOPING EDUCATION CONTENT STANDARDS.

(D) (1) THE TERM OF A MEMBER IS 4 YEARS.

(2) THE TERMS OF MEMBERS ARE STAGGERED AS REQUIRED BY THE TERMS PROVIDED FOR MEMBERS OF THE COMMISSION ON JULY 1, 2023.

(E) THE COMMISSION MEMBERS SHALL ELECT A CHAIR FROM AMONG THE MEMBERS.

(F) THE DEPARTMENT SHALL PROVIDE STAFF FOR THE COMMISSION.

(G) A MEMBER OF THE COMMISSION:

(1) MAY NOT RECEIVE COMPENSATION AS A MEMBER OF THE COMMISSION; BUT

(2) IS ENTITLED TO REIMBURSEMENT FOR EXPENSES UNDER THE STANDARD STATE TRAVEL REGULATIONS, AS PROVIDED IN THE STATE BUDGET.

(H) THE COMMISSION SHALL:

(1) EXAMINE THE HISTORY, CULTURE, AND CIVICS OF THE UNITED STATES AND MARYLAND, INCLUDING:

(I) THE CONTRIBUTIONS OF AMERICAN INDIANS, LATINOS, AFRICAN AMERICANS, AND ASIAN AMERICANS;

(II) THE CONTRIBUTIONS OF LESBIAN, GAY, BISEXUAL, TRANSGENDER, AND QUEER INDIVIDUALS WITHIN THE MINORITY GROUPS;

(III) THE INTERSECTIONALITY OF SIGNIFICANT SOCIAL AND CULTURAL FEATURES WITHIN THE MINORITY COMMUNITIES;

(IV) THE CONTRIBUTIONS AND PERSECUTION OF RELIGIOUS MINORITIES

(V) THE CONTRIBUTIONS OF THE MARYLAND DIFFERENTLY ABLED COMMUNITY; AND

(VI) THE CONTRIBUTIONS OF WOMEN;

(2) MAKE RECOMMENDATIONS TO THE STATE BOARD REGARDING THE ADOPTION OF STANDARDS AND PROGRAMS THAT ACCURATELY REFLECT THE DISCOVERY, INTERPRETATION, AND LEARNING OF THE HISTORY, CULTURE, AND CIVICS OF THE UNITED STATES AND MARYLAND;

(3) MAKE ALL ACTIVITIES AND MATERIALS OF THE COMMISSION AVAILABLE ON THE DEPARTMENT'S WEBSITE, INCLUDING:

(I) LIVE AND ARCHIVED VIDEO STREAMING OF EACH COMMISSION MEETING;

(II) MEETING AGENDAS, MATERIALS, AND NOTES; AND

(III) COMMISSION REPORTS; AND

(4) USE MULTIPLE COMMUNICATIONS METHODS TO PROVIDE UPDATES AND ANNOUNCEMENTS RELATED TO THE COMMISSION.

(I) ON OR BEFORE DECEMBER 30 EACH YEAR, BEGINNING IN 2023, THE COMMISSION SHALL REPORT ITS FINDINGS AND RECOMMENDATIONS TO THE STATE BOARD, THE GOVERNOR, AND, IN ACCORDANCE WITH § 2-1257 OF THE STATE GOVERNMENT ARTICLE, THE GENERAL ASSEMBLY.

(J) ON OR BEFORE JULY 1 EACH YEAR, THE STATE BOARD SHALL:

(1) REVIEW THE COMMISSION'S FINDINGS AND RECOMMENDATIONS;
AND

(2) MAKE ANY APPROPRIATE CHANGES TO THE EDUCATIONAL STANDARDS FOR PREKINDER-GARTEN THROUGH GRADE 12.

SECTION 2. AND BE IT FURTHER ENACTED, That the terms of the initial members of the Commission on History, Culture, and Civics in Education shall expire as follows:

(1) the eight members representing the indigenous American tribes, Maryland Latinx community, African American community, and Asian American and Pacific Islander community in 2025; and

(2) the six members representing the LGBTQI+ community, the differently abled community, teachers, and higher education in 2027.

SECTION 3. AND BE IT FURTHER ENACTED, That this Act shall take effect July 1, 2023.

Resolution 2023-04

Title: Regarding the Repair Act (The Harriet Tubman Community Investment Act)

Submitted by: The Maryland Episcopal Public Policy Network; The Truth and Reconciliation Commission; Rev. Linda K. Boyd, Holy Trinity, Essex; Mr. Alvin Collins, St. Anne's, Annapolis; Rev. Pamela Conrad, St. Bartholomew's, Baltimore; Ms. Heather East, St. Anne's, Annapolis; Rev. Diane Fadely, Holy Apostle and St. Stephen, Arbutus; Rev. Ken Phelps, Jr., Holy Trinity, Essex; Rev. Kathy Shahinian, St. Anne's, Annapolis; Mr. Glenn Mortoro, St. Anne's Annapolis; Ms. Lynn Mortoro, St. Anne's Annapolis; Rev. Margaret VanAuker, All Saints, Sunderland

Resolved, that the 239th Convention of the Diocese of Maryland calls upon the Maryland General Assembly, commencing January 10, 2024, to pass the Repair Act for the purpose of establishing the Harriet Tubman Community Investment Commission to develop and administer a program for the provision of benefits to the descendants of individuals enslaved in the State; and to communities victimized by the impact of racism; which may take the form of securing of low-interest home and business loans, and tuition reimbursement; and, community investment, including infrastructure; and be it further

Resolved, that the secretary of convention be instructed to share this resolution with Senate President Ferguson, Senate Majority Leader King, Senate Minority Leader Simonaire, Speaker of the House Jones, and House Minority Leader Buckel; and Delegate Joseline A. Pena-Melnyk, Chair, Delegate Arian B. Kelly, Vice-Chair and members of the Health and Government Operations Committee and be it further

Resolved, that all clergy and lay members of the Diocese of Maryland and their partners in mission be invited to become advocates for passage of this Act and be encouraged to contact their state and local representatives to voice their support.

Explanation:

House Bill 1201 – State Government – Maryland Reparations Commission – Establishment (Harriet Tubman Community Investment Act) - was first introduced to the General Assembly in 2020. A second version was introduced in the 2021 General Assembly session as HB 121; a third version was introduced in the 2022 General Assembly session as HB 594; and a fourth version was introduced in the 2023 General Assembly session as HB 409 (a copy of HB 409 is attached, along with HB 409 Department of Legislative Services Fiscal and Policy Note). A fifth version will be pre-filed in November 2023, to be considered in the 2024 General Assembly session. The fifth version, titled the Repair Act, will be substantially similar to HB 409.

The Right Reverend James Kemp, Second Bishop of Maryland (1816 – 1827) once said: “When any country, and particularly a young one, finds that men whose principles are unfriendly to their peace and happiness are flooding in upon them, they may with much propriety declare that such men shall be placed under certain limitations and restrictions. But to do this and then to suffer their own citizens to steal said men from their own country cannot be defended on any principle. Further to extend slavery to unborn children is a thing for which I do not know even the shadow of reason.”

And, to quote our current Bishop, Eugene Taylor Sutton:

“It is time for all of us to understand how power gained by force and wielded unevenly impacts African Americans in this country. We can all celebrate the tremendous strides that have been made in racial attitudes in our nation, and we are very proud of the accomplishments of many

individuals who have overcome great odds to achieve success. But for the millions of descendants of American slaves who are trapped in a pernicious cycle of hopelessness, poverty and rage due to their real experience of racial segregation, redlining, inferior schools and the like, the widespread assumption that everyone can pull themselves up by their own bootstraps is a long way from being accurate.

They know that the odds are against them on so many fronts: they cannot change their environment, and they cannot change the color of their dark skin. All of these factors have played into creating a lack of power for brown and black people. This lack is a social problem: it goes beyond an individual's character and will. It is time for all of us to move towards a place of acceptance of humans who want the same things we do, but who have not been found to be worthy of those desires by the dominant society."

This is what we passed in Convention in 2020:

RESOLVED, that this 236th Convention of the Diocese of Maryland encourages and affirms the creation of a reparations fund by the Diocesan Council with an initial seed investment of \$1,000,000 from diocesan resources to the work of reparations. The Diocese of Maryland Diocesan Council will ensure sound fiscal management and administration of the funds and its use in coordination with the committee appointed for such work; and be it further

RESOLVED, that this 236th Convention of the Diocese of Maryland urges all congregations and affiliated schools in the diocese to prayerfully consider committing a percentage of their endowments or other resources to this fund. Percentages would be determined by each congregation and affiliated school independently; and be it further

RESOLVED, that this 236th Convention of the Diocese of Maryland urges the Diocesan Council to intentionally foster opportunities to engage in racial, reconciliation, restitution and restoration arising from the Diocese of Maryland's complicity in supporting the practice of chattel slavery and the legacy of immense harm caused by systemic and institutional racism which continues today.

The time to act is now. We have led the way. It is the State of Maryland's turn to follow suit.

HOUSE BILL 409

(Proposed in the 2023 General Assembly Session)

A BILL ENTITLED

AN ACT concerning

State Government – Maryland Reparations Commission – Establishment (Harriet Tubman Community Investment Act)

FOR the purpose of establishing the Maryland Reparations Commission to develop and administer a program for the provision of compensatory benefits to the descendants of individuals enslaved in the State; providing that any individual whose ancestors were enslaved in the State is eligible to receive benefits administered by the Commission; requiring State agencies to assist the Commission in a certain manner; requiring the Commission to pay certain cash sums to certain applicants and to reimburse certain applicants for certain tuition payments; and generally relating to the Maryland Reparations Commission.

BY adding to Article – State Government Section 9–3801 through 9–3808 to be under the new subtitle “Subtitle 38. Maryland Reparations Commission” Annotated Code of Maryland (2021 Replacement Volume and 2022 Supplement)

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW. [Brackets] indicate matter deleted from existing law.

SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND, That the Laws of Maryland read as follows:

Article – State Government
SUBTITLE 38. MARYLAND REPARATIONS COMMISSION.
9–3801.

IN THIS SUBTITLE, “COMMISSION” MEANS THE MARYLAND REPARATIONS COMMISSION.

9–3802.

THERE IS A MARYLAND REPARATIONS COMMISSION.

9–3803.

(A) THE COMMISSION CONSISTS OF:

(1) THE STATE ARCHIVIST, OR A PERSON WITH EXPERTISE IN FAMILY HISTORY WHO IS DESIGNATED BY THE STATE ARCHIVIST;

(2) ONE MEMBER OF THE MARYLAND HISTORICAL SOCIETY, DESIGNATED BY THE PRESIDENT OF THE MARYLAND HISTORICAL SOCIETY;

(3) ONE MEMBER OF THE NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE, DESIGNATED BY THE NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE MARYLAND STATE CONFERENCE PRESIDENT;

- (4) ONE MEMBER OF THE GREATER BALTIMORE URBAN LEAGUE, DESIGNATED BY THE PRESIDENT OF THE GREATER BALTIMORE URBAN LEAGUE;
- (5) ONE VOLUNTEER EMPLOYEE OF THE HARRIET TUBMAN MUSEUM AND EDUCATION CENTER, DESIGNATED BY THE CITY COUNCIL OF CAMBRIDGE;
- (6) ONE MEMBER OF THE REGINALD F. LEWIS MUSEUM OF MARYLAND AFRICAN AMERICAN HISTORY AND CULTURE, DESIGNATED BY THE BOARD OF DIRECTORS OF THE MUSEUM;
- (7) FIVE MEMBERS APPOINTED BY THE GOVERNOR;
- (8) TWO MARYLAND RESIDENTS WHO ARE BUSINESS OWNERS, SELECTED BY THE MARYLAND LEGISLATIVE BLACK CAUCUS;
- (9) THREE REPRESENTATIVES OF COMMUNITIES WITH HIGH MINORITY POPULATIONS, SELECTED BY THE MARYLAND LEGISLATIVE BLACK CAUCUS; AND
- (10) TWO EMPLOYEES OF HISTORICALLY BLACK COLLEGES IN THE STATE WHO HAVE EXPERTISE IN THE HISTORY OF SLAVERY, SELECTED BY THE MARYLAND LEGISLATIVE BLACK CAUCUS.
- (B) THE COMMISSION SHALL SELECT FROM AMONG ITS MEMBERS A CHAIR AND A VICE CHAIR.
- (C) (1) THE TERM OF A MEMBER APPOINTED OR SELECTED UNDER SUBSECTION (A)(7), (8), (9), OR (10) OF THIS SECTION IS 2 YEARS.
- (2) THE TERMS OF MEMBERS APPOINTED OR SELECTED UNDER SUBSECTION (A)(7), (8), (9), OR (10) OF THIS SECTION ARE STAGGERED AS REQUIRED BY THE TERMS PROVIDED FOR MEMBERS OF THE COMMISSION ON OCTOBER 1, 2023.
- (D) A MEMBER OF THE COMMISSION:
- (1) MAY NOT RECEIVE COMPENSATION AS A MEMBER OF THE COMMISSION; BUT
- (2) IS ENTITLED TO REIMBURSEMENT FOR EXPENSES UNDER THE STANDARD STATE TRAVEL REGULATIONS, AS PROVIDED IN THE STATE BUDGET.
- (E) THE STATE ARCHIVES SHALL PROVIDE STAFF FOR THE COMMISSION.
- 9-3804.
- (A) THE PURPOSE OF THE COMMISSION IS TO DEVELOP AND ADMINISTER A PROGRAM FOR THE PROVISION OF COMPENSATORY BENEFITS TO DESCENDANTS OF INDIVIDUALS ENSLAVED IN THE STATE.
- (B) ANY INDIVIDUAL WHOSE ANCESTORS WERE ENSLAVED IN THE STATE SHALL BE ELIGIBLE TO RECEIVE BENEFITS ADMINISTERED BY THE COMMISSION.
- 9-3805.
- (A) (1) THE COMMISSION SHALL DEVELOP:
- (I) AN APPLICATION FORM TO BE USED BY INDIVIDUALS APPLYING FOR BENEFITS THAT ALLOWS THE APPLICANT TO INCLUDE EVIDENCE THAT THE APPLICANT IS DESCENDED FROM INDIVIDUALS ENSLAVED IN THE STATE; AND
- (II) A PROCESS FOR APPROVING APPLICATIONS FOR BENEFITS.

(2) THE FORM REQUIRED UNDER PARAGRAPH (1)(I) OF THIS SUBSECTION SHALL INCLUDE A NOTICE THAT ANY INFORMATION SUBMITTED WITH THE FORM MAY BE SHARED WITH STATE AGENCIES IN ACCORDANCE WITH PROCEDURES ADOPTED UNDER SUBSECTION (B) OF THIS SECTION.

(B) (1) THE COMMISSION SHALL ADOPT COMMON PROCEDURES FOR EVALUATING EVIDENCE SUBMITTED IN CONJUNCTION WITH APPLICATIONS FOR BENEFITS UNDER THE PROGRAM AND DETERMINING WHETHER APPLICANTS ARE DESCENDED FROM INDIVIDUALS ENSLAVED IN THE STATE.

(2) THE COMMISSION MAY SEEK THE ASSISTANCE OF STATE AGENCIES IN:

(I) DEVELOPING THE PROCEDURES REQUIRED UNDER PARAGRAPH (1) OF THIS SUBSECTION;
AND

(II) EVALUATING EVIDENCE SUBMITTED IN CONJUNCTION WITH AN APPLICATION FOR BENEFITS.

(3) TO THE EXTENT AUTHORIZED BY LAW, STATE AGENCIES SHALL ASSIST THE COMMISSION IN EVALUATING EVIDENCE WHEN THE COMMISSION REQUESTS ASSISTANCE.

9-3806.

(A) (1) ANY APPLICANT DETERMINED BY THE COMMISSION TO BE DESCENDED FROM INDIVIDUALS ENSLAVED IN THE STATE SHALL BE PAID A CASH SUM DETERMINED BY THE COMMISSION.

(2) IN CALCULATING THE CASH PAYMENT REQUIRED TO BE PAID UNDER THIS SUBSECTION, THE COMMISSION SHALL CONSIDER THE LENGTH AND CONDITIONS OF THE ENSLAVEMENT OF THE INDIVIDUAL OR INDIVIDUALS FROM WHOM THE APPLICANT IS DESCENDED.

(B) THE COMMISSION SHALL REIMBURSE ANY APPLICANT DETERMINED TO BE DESCENDED FROM INDIVIDUALS ENSLAVED IN THE STATE FOR ANY TUITION PAYMENT THE APPLICANT MAKES TO ANY INSTITUTION OF HIGHER EDUCATION IN THE STATE.

(C) THE COMMISSION SHALL COOPERATE WITH BANKING INSTITUTIONS AND STATE AGENCIES TO ASSIST ANY APPLICANT DETERMINED TO BE DESCENDED FROM INDIVIDUALS ENSLAVED IN THE STATE IN APPLYING FOR AND RECEIVING LOANS WITH LOW COLLATERAL AND INTEREST RATES TO THE EXTENT AUTHORIZED BY LAW.

(D) THE COMMISSION SHALL COOPERATE WITH BANKING INSTITUTIONS TO ASSIST ANY APPLICANT DETERMINED TO BE DESCENDED FROM INDIVIDUALS ENSLAVED IN THE STATE IN APPLYING FOR AND RECEIVING MORTGAGES WITH LOW INTEREST RATES TO THE EXTENT AUTHORIZED BY LAW.

9-3807.

FOR EACH FISCAL YEAR, THE GOVERNOR SHALL INCLUDE IN THE ANNUAL BUDGET BILL AN APPROPRIATION IN AN AMOUNT SUFFICIENT TO CARRY OUT THE REQUIREMENTS OF THIS SUBTITLE, INCLUDING ANY MONEY REQUIRED TO BE PAID TO APPLICANTS THE COMMISSION DETERMINES TO BE DESCENDED FROM INDIVIDUALS ENSLAVED IN THE STATE.

9-3808.

THE COMMISSION SHALL ADOPT REGULATIONS TO CARRY OUT THIS SUBTITLE.

SECTION 2. AND BE IT FURTHER ENACTED, That the terms of the initial members of the Maryland Reparations Commission shall expire as follows:

- (1) six members in 2024; and
- (2) six members in 2025.

SECTION 3. AND BE IT FURTHER ENACTED, That it is the intent of the General Assembly that private businesses and organizations in the State that have benefited from the institution of slavery work proactively with the Commission to provide funds and avenues for compensation for people determined to be descended from individuals enslaved in the State.

SECTION 4. AND BE IT FURTHER ENACTED, That this Act shall take effect October 1, 2023.

Rules of Order

1. The daily sessions of the Convention shall be opened with Divine Service, or appointed prayers at such hours as may be appointed by the bishop and the Committee on Arrangements for each Convention.
2. The Convention, upon its first assembling, shall be called to order by the bishop, or if there be no bishop, or if the bishop be absent, by the president of the Standing Committee or by some member of that body appointed by those of its members who may be present.
3. When the president takes the chair every member shall be seated and remain uncovered until the members shall have left the Convention.
4. Each member of the clergy entitled to a seat in the Convention shall register at the Secretary's desk by delivering to the Secretary the prescribed registration blank duly executed, which shall be checked against a role furnished by the bishop or other ecclesiastical authority of the diocese, which role shall be evidence of the right of the members of the clergy to seats until the Convention shall have formally acted on the question.

Each Lay delegate shall also register at the Secretary's desk by delivery to the secretary the prescribed registration blank duly executed, which shall be checked against a role prepared from the certificates received from vestries. The Lay delegates whose certificates have not yet been forwarded to the secretary shall then lay their certificates upon the table, with the declaration subscribed by the Constitution, and with them the prescribed registration blanks duly executed. If by means of such registration a quorum of both Orders appear, the presiding officer shall announce the fact, and declare the Convention is organized and ready for business:

Provided that whenever it is necessary to call the role of the Clergy and Lay delegates the surname only shall be called except where there may be two or more of the same name, in which case they shall be designated by the addition of their Christian names.

5. In case of the absence of the bishop, or of a vacancy in the Episcopate, the person who called the Convention to order shall announce that there is a quorum present. The Convention shall then proceed to elect a president according to the Seventh Article of the Constitution; who shall, so soon as the election is completed, take the chair and declare that the Convention is organized and ready for business.
6. The first business after the declaration is made, either by the bishop or the president, shall be the election of a Secretary and an Assistant Secretary. The Chair shall then appoint the Committees mentioned in the Order of Business. The Chair shall also appoint all other committees for the appointment of which no other provision is made, unless otherwise ordered by the Convention.
7. When any member is about to speak or deliver any matter to the convention, the member shall arise, and with due respect, address the president.
8. If two or more members shall arise at the same time to speak, the president shall decide who shall speak.
9. No member shall speak more than twice in the same debate, nor longer than five minutes at one time, without leave of the Convention.

At the conclusion of any speech, the president alone, or any member of the Convention, if the

member's motion is supported by at least four seconds, may call for a vote without debate on a proposal for a recess of Convention so that the members may informally confer and discuss the issues of the debate. If passed by a two-thirds majority of those present and voting, the members of the Convention will form small groups for ten minutes at the end of which debate will resume.

10. No motion shall be debated until the same be seconded, and, if desired by any member, reduced to writing and read by the Secretary.

11. When a motion is made and seconded, no other motion shall be received, except to adjourn, to lay on the table, to postpone to a certain time, to postpone indefinitely, to commit or to amend; and motions for any of these purposes shall have precedence in the order herein named. If a motion to lay on the table an amendment be carried, the matter before the Convention shall be proceeded with as if no such amendment had been offered. The motions to lay on the table and to adjourn shall be decided without debate. The motion to adjourn shall always be in order, if the mover has the floor.

12. When a proposed amendment is under consideration, a motion to amend the same may be made. No other amendments shall be in order, but a substitute for both amendments may be received, which, if adopted, shall operate as an amendment to the original proposition. No proposition on a subject different from the one under consideration shall be received under color of an amendment or substitute.

13. If a question contains several distinct propositions, the same shall be divided at the request of any member, and a vote taken separately, except that a motion to strike out and insert shall be indivisible.

14. All questions of order shall be decided by the president, without debate; but any member may appeal from such decisions, and on such appeal no member shall speak more than once, without express leave of the Convention.

15. When any member rises to a point of order, the member who has the floor shall be seated until the point of order is decided by the Chair.

16. A question being once determined, shall stand as the judgment of the Convention, and shall not be again drawn into debate during the session, except with the consent of two-thirds of the Convention, upon a motion to reconsider made by a member who voted with the majority and seconded by a member who also voted with the majority.

17. No questions shall be taken on any report unless upon a motion to print or recommit it; but reports shall, as of course, lie upon the table. If a committee deem any action of the Convention desirable, it shall be its duty to present in writing such resolutions, acts, or canons, as it may think it should adopt which only shall be subject to the action of the Convention. Every act which divides a parish, or in any way affects parish boundaries, shall distinctly set out the new boundaries which it is intended to establish. The Convention will not act upon any proposed resolution, act, or canon which does not conform to the provisions of this rule.

18. All elections shall be by ballot unless otherwise ordered; the votes of the Clergy and Laity shall be counted separately, but the vote shall be regarded as a joint one, and the election shall be decided by a majority of the whole number of votes taken together, except where a vote by orders shall be required under the provisions of the Constitution. Nominations from the floor by a member of the Convention shall conform with the requirements of Canon 1-240, Of Nominations. After opportunity according to the Order of Business has been given to nomination for any election, if there shall be no greater number of nominees than there are places to be filled in the

election, on motion unanimously adopted, the secretary or some other person designated in the motion may be instructed to cast the ballot of the Convention for the person or persons so nominated, and such person or persons on a ballot so cast shall be duly elected.

If after nominations are made, an election by ballot of the members of the Convention is required to determine a choice, the election shall be postponed, unless otherwise ordered, until such hour as may be appointed for the election in the Order of Business, and the secretary shall, before the hour appointed for such election, have prepared and printed for the use of the members in voting official ballots containing names of nominees followed by the name of the parish or mission from which each nominee comes.

19. The president shall appoint a chief teller and such additional tellers as are required from the Clerical Order or from communicants in good standing as defined in Canon 2170, and neither the chief teller nor such additional tellers need be delegates to the Convention. After the clerical and lay votes shall have been counted by the respective tellers, the teller first named by the Chair shall combine them in one joint ballot, which the teller shall present to the Convention, reading out the names of the persons voted for, the number of clerical and lay votes for each separately, and the sum total of votes received by each person. The Chair shall then state to the Convention the result of the joint ballot. After the first ballot and before the next ballot is taken, the tellers eliminate from the official ballot such nominees in each order, beginning with the nominee in each order who received the least number of votes on the first ballot, as may be necessary to reduce the number of nominees in each order to twice the number of vacancies to be filled from that order. If after the second ballot all vacancies have not been filled, by the consent of a majority of those present a motion may, then or after any succeeding ballot, be entertained for the unanimous election to the vacancy or vacancies still existing in each order the nominee or nominees of that order who have received the highest number of votes, but less than a majority, on the preceding ballot and the same shall be declared duly elected. If alternates are necessary, then by the consent of a majority of those present, a motion may then be entertained for the unanimous election as alternates in each order such number of those nominees in each order having the next highest number of votes on the last full ballot and the same shall thereupon be declared duly elected.

20. The Bishop's Annual Address shall be given at such time as may be designated by the bishop, the Committee on Arrangements, and the dispatcher of business.

21. Resolutions shall be brought to the floor of the convention in the order in which the Resolutions Committee deems expedient to the business of convention. No resolution to receive, acknowledge, affirm or reaffirm an act of a previous General Convention or convention of the Diocese of Maryland will be brought forth for consideration.

22. A majority of two-thirds of the members present shall be required to suspend any Rule of Order or shall make any change in the Order of Business; but "Orders of the Day" may be intercalated in the Order of Business by a majority vote.

23. "Robert's Rules of Order" shall be the parliamentary guides in all cases not provided for in the foregoing rules.

24. The foregoing Rules of Order shall be deemed the Rules of Order for all future Conventions until altered or rescinded, and the same shall be published in the Journal of each Convention. The Order of Business as annexed shall be generally followed but may be altered from time to time upon recommendation of the dispatcher of business.

(Amended 1973, 1974, 1975, 1982, 1986, 1992)

Selected Rules of Order

Rules most likely to be helpful to delegates

7. When any member is about to speak or deliver any matter to the Convention, the member shall arise, and with due respect, address the president.
8. If two or more members shall arise at the same time to speak, the president shall decide who shall speak.
9. No member shall speak more than twice in the same debate, nor longer than five minutes at one time, without leave of the Convention.
10. No motion shall be debated until the same be seconded, and, if desired by any member, reduced to writing and reading by the secretary.
11. When a motion is made and seconded, no other motion shall be received, except
 - to adjourn
 - to lay on the table
 - to postpone to a certain time
 - to postpone indefinitely
 - to commit [to a committee for study]
 - or to amend
14. All questions of order shall be decided by the president, without debate, but any member may appeal such decisions, and on such appeal no member shall speak more than once, without express leave of the Convention.
15. When any member rises to a point of order, the member who has the floor shall be seated until the point of order is decided by the Chair.
18. All elections shall be by ballot unless otherwise ordered; the votes of the Clergy and Laity shall be counted separately, but the vote shall be regarded as a joint one, and the election shall be decided by a majority of the whole number of votes taken together, except where a vote by orders shall be required under the provisions of the Constitution.
21. Resolutions shall be brought to the floor of the convention in the order in which the Resolutions Committee deems expedient to the business of convention. No resolution to receive, acknowledge, affirm or reaffirm an act of a previous General Convention or convention of the Diocese of Maryland will be brought forth for consideration.

Directions for Balloting – Diocesan Convention
From the Rev. Joanna White, Secretary of Convention

As you look over your sample ballot papers you will note the series of numbers, beginning with the number 1, which flow throughout the pages. Each candidate has already been assigned a number. This will continue to be their number throughout the balloting process. If new nominees are received from the floor, they are assigned new numbers, as provided in each category, and those numbers stay with the new nominees throughout the process.

We use a mechanical ballot card that may be familiar to some of you and new for others. The cards have a series of numbers in columns with small boxes next to each one. These boxes are used to mark your votes.

Each table has a Youth Page assigned to it. This person will be distributing and collecting your ballots, and assisting you in any way. In order to receive a ballot, delegates must hold up their colored voting card. (A limited number of large print ballots are available for those who need them. Please indicate this need to your Youth page.) Ballots for Lay and Clerical Orders are a different color so make sure you receive the correct ballot for your order from the pages.

In order to vote for each candidate, note their assigned number and find that same number on your ballot card. Please mark the small box next to the number that corresponds to each choice. Use a #2 lead pencil and make a dark mark. This will assist our voting machines to correctly tally your vote! You will be skipping numbers for persons that have just been elected by unanimous voice vote, or that have been purposely left blank, or belong to other nominees, so please take your time and mark carefully. We cannot be responsible for cards that are not properly marked and they may be disqualified. Do not fold or crease the ballot card, as this will automatically disqualify your vote.

Once you have completed your ballot, hold it up and the pages will collect your ballot and place it in a ballot box. You may begin voting once you have received your card. The balloting will be closed when the last card has been collected and the president declares that the balloting for each round is complete. Ballots will be delivered in their boxes to the tellers who will deliver them to the designated location to be counted. The results will be presented to the assembly by the Secretary of the Convention at the time designated in our schedule. Once they have been presented, they are entered into the record. At that time, additional ballots will be cast as needed.

Ballot Resource Sheet 239th Annual Convention of the Diocese of Maryland

Floor nominations are assigned a number by the Secretary. Write those names next to the assigned number then mark your chosen nominee's corresponding number () on the Scantron card.

Compensation & Benefits Committee

Vote for one (1) lay:

(1) Mr. Charles Roebuck

Ballot 1	2	3	4	5	6
----------	---	---	---	---	---

Vote for one (1) clergy:

(2) The Rev. Anne Coghill Wright

Ballot 1	2	3	4	5	6
_____	_____	_____	_____	_____	_____

Diocesan Council Members at Large

Vote for two (2) lay:

(3) Mr. Mark Halsey

(4) Ms. Kerry Hual

Ballot 1	2	3	4	5	6
----------	---	---	---	---	---

Vote for two (2) clergy:

(5) The Rev. Stephen Hagerty

(6) The Rev. Rhett Wiley

Ballot 1	2	3	4	5	6
_____	_____	_____	_____	_____	_____

Disciplinary Board

Vote for one (1) lay:

(7) Mr. Stephen Alpern

Vote for two (2) clergy:

(8) The Rev. Dr. Joseph Walker-Lenow

(9) The Rev. Nancy Hennessey

Ballot 1	2	3	4	5	6
----------	---	---	---	---	---

Ballot 1	2	3	4	5	6
_____	_____	_____	_____	_____	_____

Standing Committee

Vote for two (2) lay:

(10) Mr. Jeffrey Ayres

(11) Ms. Nona Diggs

(12) Mr. Stuart Simms, Esq.

(13) Mr. William Shaw

Ballot 1	2	3	4	5	6
----------	---	---	---	---	---

Vote for two (2) clergy:

(14) The Rev. Randy Callender

(15) The Rev. Emmanuel Mercer

(16) The Rev. Arianne Rice

Ballot 1	2	3	4	5	6
_____	_____	_____	_____	_____	_____