

Resolution 4: Minimum Clergy Compensation

Whereas, the Diocesan Human Resources Committee recommended a 7% increase to the minimum annual stipend for clergy, effective January 1, 2023; and the recommendation was approved at the September 2022 meeting of the Trustees of the Diocese of New York and further approved at the 246th Convention of the Episcopal Diocese of New York; and

Whereas, the Diocesan Human Resources Committee recommended a 3% increase in the minimum annual stipend for clergy, effective January 1, 2024; and the recommendation was approved at the September 2023 meeting of the Trustees of the Diocese of New York and further approved at the 247th Convention of the Episcopal Diocese of New York; and

Whereas, at both the 246th and 247th Convention of the Episcopal Diocese of New York, there was significant discussion on the topic of minimum annual stipend for clergy and concern about many parishes ability to pay such minimums;~~and~~

~~Whereas, in light of the increases awarded for 2023 and 2024 and the concerns expressed by many parishes at both the 246th and 247th Convention of the Episcopal Diocese of New York, the Diocesan Human Resources Committee: i) has recommended no increase to the minimum annual stipend for clergy for 2025, although if parishes are able to award an increase, they are encouraged to do so and ii) has committed to undertake an analysis of minimum annual stipends for clergy in comparable Episcopal dioceses and present its findings to the Trustees of the Diocese of New York in preparation for presenting a recommendation to the 249th Convention of the Episcopal Diocese of New York in 2025.~~

Now, therefore, be it Resolved [4]: that the 248th Diocesan Convention of the Episcopal Diocese of New York approve ~~no~~ a 2.5% increase to the minimum annual stipend for clergy for 2025 over the amounts approved at the 247th Convention of the Episcopal Diocese of New York.

Resolution 4B : Directing the Diocesan Human Resources Committee to Undertake Analysis of Minimum Annual Stipends

~~Whereas, in light of the increases awarded for 2023 and 2024 and the concerns expressed by many parishes at both the 246th and 247th Convention of the Episcopal Diocese of New York, the Diocesan Human Resources Committee: i) has recommended no increase to the minimum annual stipend for clergy for 2025, although if parishes are able to award an increase, they are encouraged to do so and ii) has committed to undertake an analysis of minimum annual stipends for clergy in comparable Episcopal dioceses and present its findings to the Trustees of~~

~~the Diocese of New York in preparation for presenting a recommendation to the 249th Convention of the Episcopal Diocese of New York in 2025, be it therefore~~

Resolved [4B] that the 248th Convention of the Episcopal Diocese of New York instructs the Diocesan Human Resources Committee to undertake an analysis of minimum annual stipends for clergy in comparable Episcopal dioceses and present its findings and recommendations to the 249th Convention of the Episcopal Diocese of New York in 2025.

Resolutions 5 & 6: Support for the New York State Assembly and Senate to Pass a Strong Packaging Reduction and Recycling Infrastructure Act (S4246-D/A5322-D)

Whereas, at any given moment, at least 165 million plastic particles are floating in New York Harbor. An average of 6.8 million tons of packaging waste is produced each year in New York State, constituting 40% of the total waste stream; and

Whereas, most plastic packaging is currently sent to landfills, burned in incinerators, or is a major source of litter on our streets, parks, and beaches, with 33 billion pounds of plastic pollution entering the ocean each year worldwide. Plastic waste persists in the environment, harming wildlife and breaking down into microplastics that disrupt the food chain and enter human bodies. Microplastics have been found in the air, drinking water, human blood, lungs, breast milk, and placentas; and

Whereas, plastic production is a major environmental justice, climate change, and human health problem. When burned in incinerators or processed in chemical recycling facilities, plastic waste releases toxic chemicals. New York State relies on 10 aging incinerators to dispose of 15% of the state's municipal solid waste.

Resolved [5], that this 248th Convention of the Diocese of New York urges the New York State Legislature to pass and Governor Kathy Hochul to sign into law a strong and effective Packaging Reduction and Recycling Infrastructure Act A5322-B/S4246-B, and an expanded and modernized Bottle Bill A.6353/S.237-B, and be it further

Resolved [6], that the Secretary of Convention shall forward copies of this resolution to Governor Kathy Hochul, the New York Assembly Speaker and New York State Senate Majority Leader, and other State Assembly and Senate members deemed necessary and proper.

Resolutions 7 to 9: Kairos Palestine Document to be Recommended for Study

Whereas, given the present devastation in Gaza, it is critically important that we recognize this prayerful, thoughtful witness of Palestinian Christians to the churches; and

Whereas, Palestinian Christians ask us to share their struggle, to listen to them and work alongside them, and to pray for God's justice and for reconciliation.

Resolved [7], that the Diocese of New York continue to pray for all who suffer from oppression and violence, including our siblings in the Episcopal Diocese of Jerusalem, and hear the cries of suffering from injustice in the Holy Land; and be it further

Resolved [8], that in the interest of a just peace and ethical engagement within the Holy Land, education and conversation among the laity should be commended and promoted, particularly through hearing the often marginalized perspectives of Palestinian Christians; and be it further

Resolved, [9] that the Diocese of New York recommend the 2009 Kairos Palestine Document for study and discussion by Episcopal parishes and individuals.

Resolutions 10 to 14: Application of the DFMS No-Buy List to Diocesan Investments

Resolved [10], that this Convention of the Episcopal Diocese of New York (the "Diocese") calls upon the Board of Trustees of the Diocese to adopt The Domestic & Foreign Missionary Society's No-buy list, prohibiting the investment of Diocesan funds in those companies which the Executive Council's Committee on Corporate Social Responsibility, pursuant to General Convention Resolution 2018-B016, has identified as violating the Episcopal Church's norms on socially responsible investment. And be it further

Resolved [11], that this Convention calls upon the Board of Trustees to instruct asset managers to divest Diocesan funds from any and all pooled funds it holds (including but not limited to index, mutual, and commingled), from these no-buy companies at the soonest possible exit horizon. And be it further

Resolved [12], that this Convention establish a Diocesan Task Force on Socially Responsible Investing to periodically review the process of divestment from all diocesan portfolio holding featured in the most recently updated DFMS No-buy list, as well as socially responsible re-investment of these funds. And be it further

Resolved [13], that the Socially Responsible Investments Task Force shall report on these proceedings to the 2025 Diocesan Convention. And be it further

Resolved [14], that this Convention calls upon the Board of Trustees to disclose these financial proceedings to the full extent of their ability as part of their report to the 2025 Diocesan Convention.

Resolutions 15 to 19: On Investment in Companies Participating in Occupation and Human Rights Violations

Resolved [15], that the 248th Convention of the Episcopal Diocese of New York (the “Diocese”) acknowledge the July 19, 2024 advisory opinion ruling of the International Court of Justice (the ICJ, also known as “the World Court”, is the judicial organ of the United Nations), that “the régime of comprehensive restrictions imposed by Israel on Palestinians in the Occupied Palestinian Territory constitutes systemic discrimination based on, inter alia, race, religion or ethnic origin” (Advisory Opinion 6.223, p. 64);and be it further

Resolved [16], that the Diocese take up the instruction made by the ICJ to sovereign states: “Not to render aid or assistance to illegal settlement activities, including not to provide Israel with any assistance to be used specifically in connection with settlements in the occupied territories” (p.75); and be it further

Resolved [17], that the Diocese, in accordance with international law and obedience to our Baptismal Covenant, move to request the Trustees of the Diocese to review all diocesan portfolios and divest all its holdings in General Electric Co, Palantir Technologies, Inc, Hangzhou HikVision Digital Technology Co Ltd, and TKH Group NV, which do not appear in the Diocese’s no-buy list, which directly participate in the military occupation of Palestinian territories, and whose products are routinely used for war and the subjugation of the Palestinian people; and be it further

Resolved, [18] that the Diocese request the Trustees to remove any asset managers (contracted from outside the Diocese) to withdraw Diocesan investments, at the soonest possible exit horizon, from any and all of the Church’s holdings in these four companies.; and be it further

Resolved [19], that the Diocese will request the Trustees to release said asset managers if they are unwilling or unable to comply with these directives.

Resolution 20: Require Antiracism Training or Participation in an Approved Antiracism Activity Every Four Years for All Diocesan Leaders and Appointees

Resolved [20] that the 248th Convention of the Episcopal Diocese of New York move toward closer alignment with the procedures of The Episcopal Church by requiring that all clergy, diocesan office holders, and diocesan appointees, Sunday School teachers, Vestry members, and Lay Eucharistic Ministers- participate in a diocesan antiracism workshop or other activity approved by the Diocesan Antiracism Committee, at least, every four years.

Resolutions 21 to 25: Becoming a “Sanctuary Diocese”: Recommitting to Provide Radical Hospitality for the Newest New Yorkers

Resolved [21] that the communities of the Diocese of New York, taking seriously Jesus call to welcome (“I was a stranger and you welcomed me,” Matthew 25:35) and the calls in the Hebrew Bible (“The alien who resides with you shall be to you as the native-born among you; you shall love the alien as yourself,” Lev 19:34) have long been committed to offering sacred hospitality to the immigrant, refugee, and stranger among us in providing sanctuary, basic human necessities, and pastoral care; and be it further

Resolved [22] that communities in all 10 counties of the Diocese have seen and responded to a recent increase in migrants/asylum seekers from all over the globe by providing shelter, legal support, and other basic human necessities; and be it further

Resolved [23] that the people of Diocese of New York recommit to radical welcome by pledging itself to be a “Sanctuary Diocese” that provides care, support, and advocacy for our newest neighbors in every context both within and beyond the walls of our buildings including ecumenical, interfaith, and local nonprofit partnership; and be it further

Resolved [24] that the communities and structures (staff, committees, and commissions) of the Diocese of New York commit to education, organizing, legal direct action, and advocacy with state, local, and federal lawmakers to see continued advancement in immigration laws that meet the various needs of our newest neighbors as laid out by General Convention and Diocesan resolutions; and be it further

Resolved [25] that the Diocese of New York pledge to assist in equipping congregations, clergy, and lay leaders to engage in such work, appropriate to local contexts, capacity, and discernment.

Canonical Resolution: Modification of Diocesan Canon 33.3

Whereas, Canon 33.3 of the Canons of The Episcopal Diocese of New York provides in relevant part that “The members of the Disciplinary Board shall be elected by the Annual Convention for concurrent three-year terms.”

Whereas, staggered terms for the members of the Disciplinary Board would allow for greater continuity and experience among board members, which would lead to greater consistency and dispatch in resolving disciplinary matters.

Resolved: that the 248th Convention of The Episcopal Diocese of New York amend Section 3 of Canon 33 of the Canons of The Episcopal Diocese of New York to read in its entirety as follows: “The members of the Disciplinary Board shall be elected by the Annual Convention for three year staggered terms as follows: two persons in Year A, two persons in Year B and three persons in Year C. Members of the Board may be elected for two consecutive terms, after which they will be ineligible for election for one year.”

Resolution Emanating from the Bishop’s Address to Convention: In Support of **LGBTQ+** Rights and Safe Haven for Transgender Individuals Facing Persecution

Whereas the Episcopal Church’s Baptismal Covenant calls us to respect the dignity of every human being, and the United States of America is founded upon the principles of liberty, equality, and justice, where all individuals, regardless of their gender identity or sexual orientation, deserve to live free from all discrimination, violence, and persecution; and

Whereas recent changes in laws and policies in several states have created an environment of increased threat and uncertainty for LGBTQ+ individuals, particularly transgender individuals, who may face discrimination in areas such as healthcare, employment, housing, and public accommodations; and

Whereas the human rights of transgender individuals are at risk, as laws are being enacted that restrict access to gender-affirming care, deny protections against discrimination, and criminalize the right to self-identify; and

Whereas the rights and safety of transgender and gender-nonconforming people must be safeguarded through active, proactive measures to provide refuge and support for those who are fleeing persecution, threats of violence, or legal discrimination; and

Whereas it is our shared responsibility as a community and as a society to create safe spaces and sanctuary for individuals whose lives and freedoms are threatened by state sanctioned discrimination, and to ensure that these individuals have access to legal protections, healthcare, employment, housing, and other essential services;

Be it Resolved that the 248th Convention of the Diocese of New York ("Convention") commits the Diocese of New York ("the Diocese") to work with local, state, and national organizations to establish and expand safe haven policies for transgender and other LGBTQ+ individuals fleeing persecution, including providing shelter, legal assistance, advocating for access to healthcare, and employment support; and be it further

Resolved that the Diocese commit to advancing policies and laws that protect the rights and dignity of transgender individuals, including creating and requiring training to educate congregations to understand and welcome transgender individuals, and including ensuring access to gender-affirming care, prohibiting discrimination in employment, housing, and public services, and advocating for the removal of harmful anti-transgender legislation; and be it further

Resolved that the Diocese pledges to advocate for federal protections that guarantee equal rights and protections for transgender individuals nationwide, ensuring that no state can enact laws that infringe upon the basic human rights of LGBTQ+ individuals; be it further

Resolved that the Diocese actively support and collaborate with LGBTQ+ advocacy groups, legal aid organizations, and mental health services to provide a network of resources for transgender individuals seeking refuge from state-sanctioned persecution or threats; and be it further

Resolved that the Diocese work to educate the public on the challenges faced by transgender individuals, particularly in states with regressive laws, and promote understanding, tolerance, and respect for diversity in all communities; and be it further

Resolved that the Diocese strive to implement inclusive policies within our own organizations and communities that provide safe, supportive environments for transgender individuals, including the establishment of clear anti-discrimination guidelines and resources for transitioning individuals; and be it further

Resolved that this resolution be communicated to local, state, and federal representatives, as well as to media outlets and advocacy organizations, with the aim of fostering broader collaboration and creating a unified movement to protect the rights and freedoms of transgender individuals across the United States.