

**RESOLUTION #1****RE: Clergy Compensation for 2020**

SUBMITTED BY: The Diocesan Compensation Committee

CONTACT PERSON: Mr. Peter Bickford

1     **RESOLVED** that the minimum total clergy compensation for a presbyter in full-time  
 2     service (consisting of Cash Stipend, Self Employment Tax reimbursement, and Housing  
 3     and Utilities allowance), be the midpoint between the average classroom teacher and  
 4     administrator (not including superintendents) salaries as published by the United States  
 5     Department of Labor for the county or region the church is in. Also, there shall be  
 6     adjustments for congregational attendance (ASA), income (NOI) and years of  
 7     experience of the presbyter. Such base amounts are set forth in table 1 and table 2.

8     **RESOLVED** that the annual compensation review for clergy shall reflect a cost of living  
 9     adjustment. Also, beginning with the agreement for 2020, there shall be an annual  
 10    increase of 1% of the agreement for 2019.

11    **RESOLVED** that the work load for part time employees, as adopted by Canon, may be t  
 12    the monthly equivalent of:  
 13            half-time = two Sundays and two work weeks  
 14            quarter-time = one Sunday and one work week  
 15    How this monthly time frame is implemented is negotiated between the presbyter and  
 16    wardens.

17    **RESOLVED** that the guidelines for minimum compensation for supply clergy be as  
 18    follows:

19            one Sunday service	\$150.00
20            two Sunday services	\$200.00
21            other liturgical services	\$ 85.00
22            pastoral or other assigned responsibilities	\$ 85.00 per unit*

23    \* unit is a morning, afternoon or evening. Expenses are reimbursed at cost for meals,  
 24    lodging, etc. and at the IRS minimum approved rate for mileage.

**EXPLANATION**

*The base compensation for churches in Maine is the minimum the Diocese office will approve for a Letter of Agreement ("LOA") between a Vestry or Bishop's Committee and its presbyter. It is also important to recognize that the LOA with a parish's or mission's presbyter is a one-time thing, the starting point in a longer multi-year relationship.*

*In previous conventions we have initialized a plan to reach a fair compensation for our lay*

employees and we have established a fair compensation for our Bishop. This new formula is intended to do the same for our Presbyters. Using the current data from the U. S. Department of Labor and educational averaging used in previous years, we have determined the minimum compensation by counties or regions within the Diocese. See Table 1.

Setting the minimum this way ties it to the local socio-economic status of the county in which the church is located.

Beginning with this Convention, any Letter of Agreement shall include congregational attendance (ASA) and income (NOI) along with the presbyter’s years of experience after ordination. See Table 2. Example: A priest agrees to serve a congregation with an NOI of \$220k (2 points), with an ASA of 95 (2 points) and having 12 years of experience (1 point) for a total of 5 points. This would set the Agreement at 105% of the base.

Continuing compensation shall consist of a cost of living adjustment (COLA) and an increase of 1% of the 2019 Agreement. This increase should be done annually, but at least catch up every three years. COLA example: previous agreement times 100 + COLA (a COLA of 1.9% would mean previous year time 101.9). Further example: year 2023 continuing compensation would be three years of rolled over COLA (including all 1% increases) + 1% of 2019 Agreement.

This Resolution does not change existing Letters of Agreement. These are still in effect.

The formula for calculating the Self Employment Tax as well as the formula for calculating the value of provided housing as part of Total Clergy Compensation can be found in the 2011 Compensation Handbook for the Diocese of Maine.

The Diocese of Maine is canonically required to bring forth a resolution to Convention outlining clergy compensation for the coming year.

**Table 1. U.S. Department of Labor Occupational Compensation Table**

\*Released in 2018, increased by year on year Consumer Price Index, July 2019

**Maine Salaries by Areas - USDOL 04262018, as adjusted in July 2019**

Area	Occupation Title	SOC code	Mean	Area Average of Means	Area Average of Averages
Northern/Eastern Counties*	Education Administrators, Primary & Secondary	11-9032	\$74,740	\$74,740	
	Elementary School Teachers	25-2021	\$50,500		\$62,240
	Middle School Teachers	25-2022	\$49,920	\$49,730	

	Secondary School Teachers	25-2031	\$48,680		
Penobscot County	Education Administrators, Primary & Secondary	11-9032	\$75,620	\$75,620	
	Elementary School Teachers	25-2021	\$52,470		\$64,570
	Middle School Teachers	25-2022	\$59,380	\$53,530	
	Secondary School Teachers	25-2031	\$48,720		
Bangor	Education Administrators, Primary & Secondary	11-9032	\$78,270	\$78,270	
	Elementary School Teachers	25-2021	\$52,180		\$66,740
	Elementary School Teachers	25-2022	\$62,920	\$55,200	
	Secondary School Teachers	25-2031	\$50,490		
Coastal Counties**	Education Administrators, Primary & Secondary	11-9032	\$90,470	\$90,470	
	Elementary School Teachers	25-2021	\$58,090		\$74,220
	Middle School Teachers	25-2022	\$57,650	\$57,980	
	Secondary School Teachers	25-2031	\$58,150		

\*Northern/Eastern Counties (Franklin, Piscataquis, Aroostook, Washington, Somerset)

\*\*Coastal Counties (Sagadahoc, Lincoln, Waldo, Knox, Hancock)

Area	Occupation Title	SOC code	Mean	Area Average of Means	Area Average of Averages
Central Western Counties***	Education Administrators, Primary & Secondary	11-9032	\$76,890	\$76,890	
	Elementary School Teachers	25-2021	\$49,900		\$66,950
	Middle School Teachers	25-2022	\$50,750	\$51,010	
	Secondary School Teachers	25-2031	\$52,390		

Lewiston/Auburn	Education Administrators, Primary & Secondary	11- 9032	\$79,960	<b>\$79,960</b>	
	Elementary School Teachers	25- 2021	\$47,410		<b>\$64,170</b>
	Middle School Teachers	25- 2022	\$48,780	<b>\$48,390</b>	
	Secondary School Teachers	25- 2031	\$48,980		
Kennebec County	Education Administrators, Primary & Secondary	11- 9032	\$73,850	<b>\$73,850</b>	
	Elementary School Teachers	25- 2021	\$48,270		<b>\$61,800</b>
	Middle School Teachers	25- 2022	\$50,140	<b>\$49,750</b>	
	Secondary School Teachers	25- 2031	\$50,840		
York County	Education Administrators, Primary & Secondary	11- 9032	\$94,720	<b>\$94,720</b>	
	Elementary School Teachers	25- 2021	\$60,420		<b>\$77,880</b>
	Middle School Teachers	25- 2022	\$61,690	<b>\$61,040</b>	
	Secondary School Teachers	25- 2031	No data		

\*\*\*Central/Western Counties (Androscoggin, Oxford)

Area	Occupation Title	SOC code	Mean	Area Average of Means	Area Average of Averages
Cumberland County	Education Administrators, Primary & Secondary	11- 9032	\$95,630	<b>\$95,630</b>	
	Elementary School Teachers	25- 2021	\$60,110		<b>\$78,200</b>
	Middle School Teachers	25- 2022	\$62,400	<b>\$60,760</b>	
	Secondary School Teachers	25- 2031	\$59,790		

Portland/S. Portland	Education Administrators, Primary & Secondary	11-9032	\$93,620	\$93,620	
	Elementary School Teachers	25-2021	\$59,600		\$76,310
	Middle School Teachers	25-2022	\$57,960	\$59,000	
	Secondary School Teachers	25-2031	\$59,530		

**Table 2. Adjustments to base compensation for church size, clergy experience**

A	Pts	B	Pts	C	Pts	A+B+C	% of base
NOI		ASA		Yrs experience			
0-200K	1	0-50	1	0-5	0	2-4	100%
201-300K	2	51-100	2	6-10	1	5-6	105%
301-500K	3	101-200	3	11-15	2	7-8	110%
500K+	4	201+	4	16+	3	9-11	115%

### **RESOLUTION #2**

#### **RE: Lay Compensation for 2020**

SUBMITTED BY: The Diocese of Maine's Clerical and Lay Compensation Committee; Maine Episcopal

Network for Justice; and St. Peter's, Rockland.

CONTACT PERSON: Mr. Peter Bickford

- 1 **RESOLVED** that the minimum compensation for lay employees who are paid for more
- 2 than 250 hours annually by any congregation in union with the Diocese of Maine or by any
- 3 related ministries in the Diocese shall be no less than \$14.00 per hour or its equivalent in
- 4 salary.

#### **EXPLANATION**

1. *The intent of this resolution is to call for the establishment of a Living Wage for all lay employees, confirming the long-standing policy of The Episcopal Church to support fair, just, and living wages for all of those employed by Episcopal congregations or related ministries. This resolution represents the third year in our four-year effort to reach the goal to achieve a minimum hourly wage of \$15.00 to conform to the resolution of Executive Council.*
2. *The floor of 250 hours is intended to exempt teenagers or very occasional workers who might do seasonal work such as shoveling snow or mowing the lawn.*
3. *The Maine Minimum Wage is \$11.00 per hour as of January 1, 2019. The Diocese of Maine minimum compensation for lay employees in 2019 is \$13.50.*

4. Please see Attachment #1 Executive Council Resolution: Support a Living Wage:  
[http://s3.amazonaws.com/dfc\\_attachments/public/documents/3224291/Resolution\\_AN\\_013\\_June\\_2016\\_.pdf](http://s3.amazonaws.com/dfc_attachments/public/documents/3224291/Resolution_AN_013_June_2016_.pdf)

### **RESOLUTION #3**

**RE: Reducing Opioid Deaths in Maine**

SUBMITTED BY: Maine Episcopal Network for Justice

CONTACT PERSON: Mr. John Hennessy

- 1 **RESOLVED** that the Diocese of Maine reinforces its support for
- 2 [C037 – Call to Respond to Opioid Epidemic](#) submitted by Province I and passed at the
- 3 79<sup>th</sup> General Convention; and be it further
- 4 **RESOLVED**, to direct the Maine Episcopal Network for Justice to advocate for the State
- 5 government to address this issue as a public health crisis, affirming that opioid addiction
- 6 is a disease, which needs adequate resources for treatment options and support the
- 7 decriminalization of individual drug use and possession as part of a comprehensive plan
- 8 to reduce opioid deaths in Maine.

### **EXPLANATION**

*Decriminalizing drug possession and investing in treatment and harm reduction services can provide major benefits for public safety and health, including:*

*Reducing the number of people arrested;*

*Reducing the number of people incarcerated;*

*Increasing uptake into drug treatment;*

*Reducing criminal justice costs and redirecting resources from criminal justice to health systems;*

*Redirecting law enforcement resources to prevent serious and violent crime;*

*Diminishing unjust racial disparities in drug law enforcement and sentencing, incarceration, and related health characteristics and outcomes;*

*Minimizing the social exclusion of people who use drugs, and creating a climate in which they are less fearful of seeking and accessing treatment, utilizing harm reduction services and receiving HIV/AIDS services;*

*Improving relations between law enforcement and the community; and*

*Protecting people from the wide-ranging and debilitating consequences of a criminal conviction.*

*Countries that have adopted less punitive policies toward drug possession have not experienced any significant increases in drug use, drug-related harm or crime relative to more punitive countries. A World Health Organization study, for example, found that the U.S. had the highest lifetime drug use rates by a wide margin, despite its punitive policies -concluding that*

*decriminalization has little or no effect on rates of use.*

*By any measure and every metric, the U.S. war on drugs - a constellation of laws and policies that seeks to prevent and control the use and sale of drugs primarily through punishment and coercion - has been a colossal failure with tragic results. Indeed, federal and state policies that are designed to be "tough" on people who use and sell drugs have helped over-fill our jails and prisons, permanently branded millions of people as "criminals", and exacerbated drug-related death, disease and suffering - all while failing at their stated goal of reducing problematic drug use.*

*This resolution focuses on one practical step that can and should be taken to avoid many of the harms that flow from punitive prohibitionist drug laws and to promote proven effective health-based interventions. Drug decriminalization is a critical next step toward achieving a rational drug policy that puts science and public health before punishment and incarceration.*

*Decades of evidence has clearly demonstrated that decriminalization is a sensible path forward that would reap vast human and fiscal benefits while protecting families and communities.*

*Drug decriminalization is defined here as the elimination of criminal penalties for drug use and possession, as well as the elimination of criminal penalties for the possession of equipment used for the purpose of introducing drugs into the human body, such as syringes.*

*Ideally, drug decriminalization entails the elimination of all punitive, abstinence-based, coercive approaches to criminal penalties, even if such efforts do not eliminate all forms of coercion entirely.*

#### C037 RESOLUTION TEXT

Resolved, the House of Bishops concurring, That the 79th General Convention call all dioceses and parishes in The Episcopal Church to respond to the opioid epidemic with training, pastoral care, advocacy, and liturgy; and be it further

Resolved, That dioceses and parishes be encouraged to: partner with First Responders and others in the medical community to host trainings on how to administer Narcan in the event of an overdose; partner with other faith communities and recovery programs in their local contexts to offer pastoral care to those affected by this epidemic; partner with other faith leaders to advocate with local and state government regarding policies and laws to promote healing and wholeness for those affected by this epidemic; and to lift up the needs of those affected by the epidemic in the Prayers of the People; and be it further

Resolved, That the 79th General Convention direct the Office of Government Relations of The Episcopal Church to advocate for the federal government of the United States to address this as public health crisis, affirming that opioid addiction is a disease, which needs adequate resources for treatment options; and be it further

Resolved, That the 79th General Convention direct the Standing Commission on Liturgy and Music to develop additional liturgical resources to address the needs and concerns of those whose lives have been profoundly affected by this epidemic.

#### **RESOLUTION #4**

RE: **Groundwater as a Public Trust – WITHDRAWN**

SUBMITTED BY: St. Luke's Public Policy and Environmental Action Team

CONTACT PERSON: Ms. Sarah Braik

#### **RESOLUTION #5**

RE: **Establishing Community Solar Farms**

SUBMITTED BY: St. Luke's Public Policy and Environmental Action Team

CONTACT PERSON: Ms Elizabeth Parsons

- 1 **RESOLVED** that the Diocese of Maine commends the Governor of the State of Maine for setting
- 2 the goal of being carbon neutral by 2045, with 80 percent renewable energy for the State by
- 3 2030, up from 40 percent today and a goal of 100 percent by 2050; and be it further
  
- 4 **RESOLVED** that the Diocese of Maine supports these same goals for our congregations and
- 5 diocesan buildings and ministries, and encourages our parishioners to do the same in their
- 6 homes and business; and be it further
  
- 7 **RESOLVED** that the Diocese of Maine honors the congregations who have begun exploring the
- 8 possibility of obtaining their electricity through community solar farms and encourages all
- 9 congregations to consider the same and to encourage their ecumenical and interfaith neighbors
- 10 to join these efforts; and be it further
  
- 11 **RESOLVED** that the Bishop be asked to appoint a body to help guide this process, working with
- 12 public and private sectors and report back to Diocesan Convention on this matter in 2020.

#### **EXPLANATION**

*According to Genesis 1:2, light was the first created element and is, thus, foundational to the rest of God's created order as well as to the Christian story.*

*Increased carbon emissions associated with human-produced industrial development has contributed mightily to an increase in Earth's average temperatures the past two centuries (<https://www.ipcc.ch/>).*

*The Rev. Jim Antal asserts that "[b]ecause Christians regard God as Creator, the church must proclaim God's love for creation and work to stop humanity from running Genesis in reverse." *Climate Church, Climate World* (Rowman and Littlefield, 2018, p. 48).*



*Solar farms are among the top ten most viable options for halting catastrophic global warming, potentially eliminating 36.9 gigatons of CO2 emissions by 2050 (<https://www.drawdown.org/solutions/electricity-generation/solar-farms>).*

*In his most recent book, *Falter* (Henry Holt, 2019), climate activist Bill McKibben argues that solar power, by virtue of being distributed energy, cannot be controlled by elite interests in the way that has become the case for fossil fuels. This technical quality of energy generation resonates with the spirit of promoting justice that constitutes part of the Episcopal Church's mission (Catechism, BCP, p. 855).*

*Taking action to promote solar generation at the Diocesan level would follow in the spirit of General Convention Resolution D053 "Stewardship of Creation with Church-owned Land" adopted in 2018.*

*The Diocese already has members with technical expertise and connections who can take leadership roles in overseeing and implementing this project.*

*Recent changes in Maine state law make CSFs more feasible just as the need for concrete, collective action is at its more urgent point.*

## **RESOLUTION #6**

### **RE: Ending Gun Violence**

SUBMITTED BY: Episcopal Peace Fellowship – Maine Chapter and Maine Clergy and General Convention Deputies

CONTACT PERSON: Mr. Ed McCarthy, The Rev. Calvin Sanborn

- 1     **RESOLVED** that we of the Episcopal Diocese of Maine, assembled in our 200<sup>th</sup> Convention,
- 2     condemn gun violence, grieve with all who have been affected, proclaim our solidarity with
- 3     those neighbors, near and far, who have suffered, and in the absence of effective action, will
- 4     continue to suffer from 'chronic gun-related trauma' in these United States of America,
- 5     and be it further
  
- 5     **RESOLVED** that we honor the tradition of hunting in the State of Maine, respect responsible
- 6     gun ownership, and commit to engage in substantive, respectful dialogue with people of varying
- 7     perspectives on this issue, and pray that together we might identify common sense solutions to
- 8     end gun violence in this country, and be it further
  
- 9     **RESOLVED** that we give thanks for the witness of Bishops United Against Gun Violence and
- 10    commend their efforts to promote the safety and dignity of every human being, and be it further
  
- 11    **RESOLVED** that we commit ourselves, and call upon our fellow Episcopalians and all others of
- 12    good will to join in giving the highest priority to becoming familiar with state and federal gun
- 13    laws, and to advocating for legislation and other measures which can reduce as much as
- 14    possible the gun-related deaths and injuries which have afflicted too many, and be it further
  
- 15    **RESOLVED** that we have a moral obligation to demand that our elected officials act with

16 courage in safeguarding the public good and, setting aside our own fear and indifference, act  
 17 with that same courage as we engage in faithful conversation with those whose viewpoints  
 18 may be differ from our own, and be it further

19 **RESOLVED** that although we recognize that guns can have legitimate and even necessary  
 20 uses, we reject arguments designed to thwart remedial action, including contentions that  
 21 unfettered gun rights under the US Constitution are paramount even over the common good of  
 22 our communities, and the lives of innocents.

## EXPLANATION

*Our baptismal covenant calls us to respect the dignity of every human being and to love our neighbors as ourselves. It is morally imperative, therefore, that Christians respond to the tragedy of gun violence that has affected too many lives in our country and act to reduce its impact as much as possible. However, the issue is not a simple one. Guns serve a useful purpose in the lives of many people in Maine. Some use them for hunting, which is both a tradition and a means of subsistence for many families. Some use them to protect their livestock from predators. Some keep them simply for personal protection or sport. These responsible uses should not be discounted.*

*It is of unmistakable importance, when innocent lives are lost in seconds without warning in random acts of unpredictable violence, to find a solution that both brings us towards a safer future yet acknowledges the meaningful role guns play in the lives of nonviolent people. Every human life has dignity, and all voices are worthy of being heard. A solution cannot be found without seeing all sides of a debate that too often leaves conversations and communities fractured.*

*We hope that the Bishop, Diocesan Council, Clergy, Vestries, and Episcopalians throughout Maine encourage our local, state and national representatives to propose and support sensible gun legislation that affirms responsible gun ownership and promotes the safety of our children, our public safety officials and all our citizens.*

## **RESOLUTION #7**

**RE: Child Separation & Family Detention at US Border**

SUBMITTED BY: Maine Episcopal Network for Justice and **Maine Episcopal Youth**

CONTACT PERSON: Mr. John Hennessy

1 **RESOLVED** that the Diocese of Maine advocate with our federal delegation to reduce funding  
 2 for deportation, detention, and border militarization; support funding for refugee resettlement  
 3 and asylum; and be it further

4 **RESOLVED** to support keeping families together and invest in alternatives to detention;  
 5 and be it further

5 **RESOLVED** to support robust oversight over detention and uses of federal funding.

**EXPLANATION**

*This is a time of moral crisis in our nation. Immigrants and asylum seekers are being harmed, degraded and terrorized at the US-Mexican border. This is immoral and unacceptable.*

*Children and adults are dying, children in detention centers are being held in cages, sleeping on concrete floors, and denied toothbrushes. Families are being separated.*

*Last June, Presiding Bishop Michael Curry, encouraged us to raise our voices, to speak our minds.*

*As young people in the diocese we implore the adults to do something to stop families from being torn apart. We are counting on you.*

**RESOLUTION #8**

**RE: Support Episcopal Youth Ministry Relationship with Diocese of South Dakota**

SUBMITTED BY: Maine Episcopal Youth

CONTACT PERSON: The Rev. Sara D'Angio White

- 1     **RESOLVED** that the Diocese of Maine welcome a Mission Exchange relationship with the  
2     Diocese of South Dakota, as being forged by Maine Episcopal Youth; and be it further
- 3     **RESOLVED** that Maine Episcopal Youth enact this relationship through travel to and  
4     collaboration with Thunderhead Episcopal Center, the Diocese of South Dakota's youth camp;  
5     and be it further
- 5     **RESOLVED** that the Diocese of Maine welcome youth and young adults from Thunderhead  
6     Episcopal Center to visit us here in Maine, to learn from one another, love one another, serve  
7     our local community, and grow in Christ; and be it further
- 8     **RESOLVED** that this work continue to be supported financially by the Diocese of Maine;  
9     and be it further
- 10    **RESOLVED** that the people and congregations of the Diocese of Maine hold the people and  
11    process of the Mission Exchange in prayer.

**EXPLANATION**

*In the summer of 2019, a team of six high school youth and three adults traveled to the Black Hills in South Dakota, where they taught the 5th-6th grade camp session at Thunderhead Episcopal Center. This was the first phase of an experimental Mission Exchange with the Diocese of South Dakota.*

*The Mission Exchange was developed as an opportunity for two communities of young people to get to know one another over time, to learn from one another, and to mutually benefit from working together to be Christ's hands and feet in the world. The exchange is communal, not individual – in 2019, our team was hosted by the Diocese of South Dakota. In 2020, Maine Episcopal Youth plan to welcome a South Dakotan team to the Diocese of Maine.*

*The youth who attended the Mission Exchange in 2019 found the experience transformative. Said one youth, "South Dakota meant bonding with my friends and connecting with God." And another expounded on that idea, "I loved making new friends and having a fun time with the youth of the Episcopal Diocese of South Dakota, and got to spend time with Jesus in the beautiful nature of the Black Hills. I thought it was really special being able to sing songs in the Lakota language, and I felt this allowed me to definitely connect more spiritually with the area."*

*Maine Episcopal Youth are excited about this new relationship with youth and young adults at Thunderhead Episcopal Center in the Diocese of South Dakota. They look forward to sharing more about their experiences in the coming year, and expanding the Mission Exchange relationship over time.*

### **RESOLUTION #9**

**RE: Affirming Support for the Maine Episcopal Network for Justice**

SUBMITTED BY: The Rev. Calvin Sanborn

CONTACT PERSON: The Rev. Calvin Sanborn

- 1 **RESOLVED** that the 200<sup>th</sup> Convention of the Diocese of Maine affirms the work of the
- 2 Maine Episcopal Network for Justice, particularly its advocacy for New Mainers and Asylum
- 3 Seekers; and be it further
- 4 **RESOLVED** that we commit to continuing to fund the Network, **as indicated in the 2020**
- 5 **draft budget**, as a valued ministry of the Diocese of Maine for the upcoming year.

### **EXPLANATION**

*The words of our Lord are simple: "I was a stranger and you welcomed me." (Matthew 25:35)*

*Christ is clear about our obligations to those who are not familiar to us, who are not part of our comfortable, known community. We are to extend to them an open embrace, a promise that our community is joyful to bring them in.*

*It is, in fact, among the acts that Jesus mentions when describing the means of salvation.*

*The imperative to welcome the stranger is easily forgotten. It is easy to find differences. It is easy to spot different languages, different accents, different garments, different colors, and*

*different customs. It is easy to use those differences to draw lines around those who are already known, and keep out those who are not.*

*Christ calls us to a better way. Ours is a commandment of welcome.*

### **RESOLUTION #10**

**RE: Closure of Church of the Advent - Limestone**

SUBMITTED BY: The Rt. Rev. Thomas J. Brown

- 1     **RESOLVED**, in accordance with Article VIII, Section 5 of the Maine Constitution, Bishop
- 2     Thomas J. Brown and the Standing Committee of the Episcopal Diocese of Maine
- 3     recommend to the 200<sup>th</sup> Annual Convention of the Episcopal Diocese of Maine that the
- 4     union of the Church of the Advent in Limestone, Maine, and its right of representation at
- 5     Convention be forfeited by vote of the Convention.

#### **EXPLANATION**

*Dissolving the union between Church of the Advent and the Convention is one of the last steps needed to recognize that, with its work completed, Church of the Advent's existence has come to an end. The legal term we are required to use for this dissolution is "forfeiture of union".*

*The reasons for this recommendation are the inability of the congregation to hold regularly scheduled worship services, the lack of sufficient lay leadership in the congregation to constitute and effective Bishop's Committee, and the lack of sufficient financial resources in the congregation to enable it to hire and employ a Priest-in-Charge.*