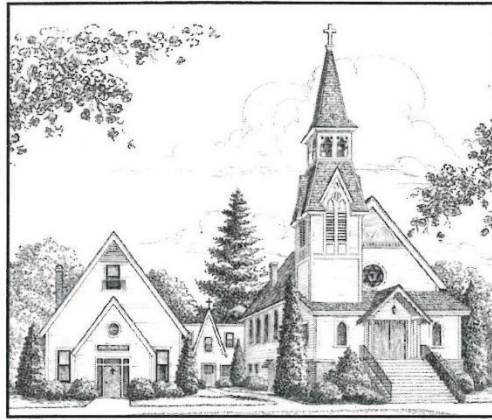


The Episcopaper



St. John's Snohomish
Serving our community since 1892

Diocese of Olympia 2020 Convention Special Edition

Convention Report

by Candace McKenna

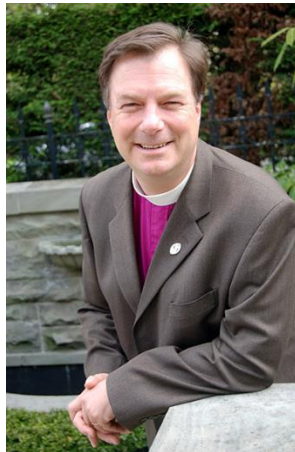
Although convention didn't officially get underway until Friday, October 23rd, for delegates and alternates, it started with blocking out our calendar for the two days of convention and for the pre-meetings in the weeks leading up to the bishop convening the gathering.

With many other delegates I attended or viewed recordings of gatherings to learn about accessing and using the online platform that would be used for meeting virtually and for voting, as well as to get access to the convention documents (agenda, resolutions, and so on) and exhibitor information.

There was another session to get a deep dive into the proposed diocesan budget.

Most importantly, I attended a two-hour Zoom session scheduled the eve of convention to offer introduction, background, and

opportunity for discussion on the six resolutions submitted by the Ethnic Ministries Circles of Color. These resolutions aimed to transform our organizational structures in order to provide opportunity for diverse participation and representation across the Diocese of Olympia. Some were recommended by the Resolutions Committee; some were not.



Bishop Greg Rickel

Bishop Greg Rickel's Friday morning address after opening worship set the tone for the work he intended us to embark on as a diocese at this convention: racial justice, reparation, and reconciliation. Many other dioceses have chosen to only attend to the required business work of their conventions this year, but our Diocese instead chose to focus on the issues brought recently to the fore with Black Lives Matter.

The bishop's prayer and full address is on the diocesan website

along with other convention content and well worth reading or watching.

There were many sessions the remainder of Friday morning run by the various ministries in our diocese. I attended *Climate Crisis: Proven Solutions and how Episcopal churches are Taking Action* put on by Drawdown, Seattle. Also, I attended *Navigating a Changing Church: Intercultural Competency as a Bridge to Anti-Racism Work* by our own College for Congregational Development.

The Friday afternoon business session started by practicing how to debate and vote virtually. It all went without a hitch. We were introduced to those receiving the bishop's awards with inspiring videos. Among the elected are our own Fr. Eliacin who was elected to Diocesan Council, the body that meets quarterly and does the work of convention in recess. To the surprise of many and the pleasure of most, all resolutions were debated and passed.

Resolution 1—2022 Diocesan Assessment Rate. Sets the 2022 diocesan assessment rate factor at 14.5% of the Net Disposable Income (NDI).

Resolution 2—Cost of Living Adjustment (COLA) to Clergy Salary Scale for 2021. Sets the COLA for 2021 parochial clergy salary scale at 0.9%. See the diocesan website for the 2021 parochial clergy salary scale.

Resolution 3—2021 Diocesan Operating Budget. Ratified the ~\$5,000,000 2021 Diocesan Operating Budget as submitted.

Resolution 4—Promoting Diversity on Diocesan Council. Changes Canon 6 such that more members of Diocesan Council are appointed by the bishop with the aim of increasing diversity.

Resolution 5—To Make Diversity Explicit, Canon 17: Diversity in Appointments. Revised Canon 17 to read as follows:

In appointing members to diocesan commissions, committees, boards, and other bodies, and in issues of clergy deployment, the appointing authority shall give due consideration to the value of diversity in such areas as gender, sexual identity and orientation, physical ability, neurodiversity, age, race, ethnicity and income and wealth status.

Resolution 6—Toward a More Representative Partnership: A Resolution to Change Diocesan Canon 22. Establishes a Commission on Ministry consisting of at least 10 members.

- One member of the commission shall be chosen by the Standing Committee from among its members. This member shall serve a one-year term and may be re-appointed by the Standing Committee.
- Of the remaining members of the commission, one half shall be clergy canonically resident in the diocese and one half shall be lay adult communicants in good standing in the diocese. One half of the commission's members shall be appointed by the bishop at the annual convention for three-year terms. One half of the commission's members shall be elected by the annual convention for three-year terms. One third of the commission will be appointed and elected each year. No member may serve more than two successive three-year terms. Those appointing and electing members of the commission, as well as the commission itself, shall strive for the diversity described in Diocesan Canon 17.

Resolution 7—Establishing a Black, Indigenous Persons of Color (BIPOC) Ministry Fund.

Establishes a BIPOC Ministry Fund (BMF) to support non-stipendiary BIPOC diocesan clergy leading ethnic congregations. BMF shall be created immediately. Beginning in calendar year 2022, BMF will be annually maintained using 2% of the diocesan budget except that the Richard Young Curacy Fund and the Bishop Nedi Rivera Fund for Hispanic Ministry are not to be included in this 2% distribution.

Resolution 8—To Add a Cultural Interpreter to BIPOC Ordination Process. Directs the Commission on Ministry to offer to each applicant, postulant, and candidate who is self-identified as Black, Indigenous, Hispanic, Asian or other person of color the assistance of a cultural interpreter to accompany him or her through the entire duration of the process.

Resolution 9—Anti-Racism Covenant. The adopted Anti-Racism Covenant directs the convention of the Diocese of Olympia to join other

Episcopal dioceses in signing Bishop Deon Johnson's Anti-Racism Covenant of the Episcopal Diocese of Missouri. Directs the Diocese of Olympia to use this covenant for promotion and education in our diocese. Commends this covenant to all congregations in our diocese for study and meaningful local action that promotes further racial understanding, reconciliation, and partnership.

All nine resolutions were approved.

Saturday morning began with worship and the inspirational keynote address by Bradley S. Hauff, Episcopal Church Missioner for Indigenous Ministries. Hauff lives in Minnesota where he works as a member of the Presiding Bishop's staff.

For the remainder of Saturday morning, Chaplain Terry Kylo moderated the panel "A Listening Circle of Voices in the Wilderness: People of Color Experiences of Pain and Perseverance in the Episcopal Church." (See Dave Baldwin's detailed report of this two-hour panel discussion elsewhere in the *Episcopaper*.)

I cannot overstate how moving these two hours were for me and for others. It was clear from the responses that the panelists all love this diocese. But it is also clear that as clergy or parishioners of color, they had suffered the pain that ranged from not being seen to being harmed.

The Bishop stayed on camera throughout and at one point commented that there had not been attrition of attendance. The full convention was present and listening. His words were inspiring as was his acknowledgment that much of the pain and harm we heard about had happened under his watch. For this he took responsibility and apologized.

When he said that this was just the beginning of our work to take ownership of what has been white privilege for many of us and to make changes, I doubt that anyone listening disagreed that there is much work to be done.

Bishop Rickel on Land Acknowledgement in his Opening Address

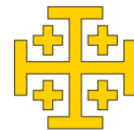
by John First

...we have to begin the difficult but crucial work of racial justice, reparation, and reconciliation. To me, this was the most crucial and most important work of our two days here, but even more in all the days and years upcoming.

In his opening address, Bishop Rickel thanked the Circles of Color, and Rev. Dr. Bradley Hauff, who is the Missioner for Indigenous Ministries for the Episcopal Church, a member of the Presiding Bishop's staff, and the keynote speaker for this convention. In particular, he thanked them for teaching him that land acknowledgement is a form of reparation, one in which we are all called to participate.

The Bishop has been led by these and other voices to look for ways he can personally make reparations. He and his wife have selected the Real Rent program of the Duwamish tribe, on whose land Diocesan House stands. Starting this summer, the Bishop and his wife have paid \$54 a month in rent to the Duwamish, which—the bishop admits—is a grain of sand on the beach in respect to all that was taken from them and all they lost at the hands of the white man. The Duwamish themselves suggest 54 as a symbolic number to denote the 54,000 square acres taken from them, which is now the city limits of Seattle.

The Bishop shared this as an example how we can look locally at ways to make personal and corporate (that is, St. John's) reparation.



St. John's Representation at the 2020 Convention

Delegates: Dave Baldwin and Candace McKenna | Alternates: John First and Nancy McConnell
Clergy: Eliacín Rosario-Cruz, Rector, and Liz Van Dyke, Deacon

Climate Crisis Workshop

By Nancy McConnell

Three members of the St. John's delegation to 2020 Convention—John First, Candace McKenna, and Nancy McConnell—attended the convention workshop, “Climate Crisis: Proven Solutions and How Episcopal Churches are Taking Action.”

The information for the workshop came from Project Drawdown. This organization encourages actions that, if taken by individuals or groups, will reverse the increase in the amount of CO₂ in the atmosphere. According to the Project Drawdown website,

“Project Drawdown is the most comprehensive plan ever proposed to reverse global warming. They gathered a qualified and diverse group of researchers from around the world to identify, research, and model the 100 most substantive, existing solutions to address climate change. What was uncovered is a path forward that can roll back global warming within thirty years.”

An overview of the 100 most substantive solutions was presented using professional and engaging visuals. It is worth it to you, the reader, to take a 11-minute look at these solutions. Go to YouTube and enter <https://youtu.be/RlowjppqY8QQ>.

You may be surprised. For example, what does the education of girls have to do with the climate crisis?

Members of St. John's are already taking action by joining “Sustaining Earth, Our Island Home,” at www.sustainislandhome.org. This is the household carbon tracker for the Episcopal Church.

Also, we are offsetting our own travel with contributions to the carbon offset partnership with the Episcopal Diocese of Southern Philippines. Our Creation Stewards have

purchased offsets for St. John's carbon emission for the last three years. But there is more to do.

Currently, there are 417 ppm (parts per million) CO₂ in earth's atmosphere. When climate change became a public concern about 10 years ago, the goal was to keep below 350 ppm of CO₂. By taking actions together, we can drawdown the amount of CO₂ in the atmosphere and reduce catastrophic drought, famines, and storms.

Fr. Eliacín Elected to the Diocesan Council

Our rector, Fr. Eliacín Rosario-Cruz, was elected to the Diocese of Olympia Diocesan Council during this year's convention. Congratulations to Fr. Eliacín!

He represents Sno Isle-Clergy for the next three years.

Members of the Diocesan Council have these responsibilities:

- Between Diocesan Conventions, the Council oversees the budget and program goals of the Diocese, carrying out priorities adopted by Convention.
- Council develops a proposed budget to be ratified by the next convention.
- Members assume and accept the role of public relations and goodwill toward individuals and congregations facilitating connectedness within the Diocese.
- Members accept assignments, work on task groups, and attend regional, committee and commission meetings as necessary.

The Diocesan Council includes the bishop, and two members (one clergy and one lay) representing each of the regional ministries.

Fr. Eliacín's first quarterly meeting was Thursday, December 3rd.

The Episcopaper

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Editor: Dave Baldwin

Ethnic Ministries Circles of Color



Saturday Morning Panel Discussion

by Dave Baldwin

After the worship service and keynote address by Rev. Dr. Bradley Hauff on Saturday morning, close to 500 convention participants gathered online to view a panel discussion about the Ethnic Ministries Circles of Color. The Rev. Jerry Shigaki of the Church of the Resurrections, Bellevue, introduced the program and Chaplain of the Convention, Rev. Terry Kylo, was the moderator.

The Rev. Rachel Taber-Hamilton was the principal leader of the discussion.

To watch the entire panel discussion (96 minutes), go to YouTube and enter “A Listening Circle of Voices in The Wilderness” in the text box.

These were the panelists, both lay and clergy:

Panelist	Affiliation
The Rev. Carlos J. Caguiat	Church of the Resurrection, Bellevue
Hisako Beasley	Episcopal Church Executive Council
The Rev. Ruth Ann Garcia	Epiphany Episcopal Church, Seattle
Vicky Cubillos	St. Matthew-San Mateo Episcopal Church, Auburn
The Rev. Carla Robinson	Christ Episcopal Church, Seattle
Deborah Moore	Trinity Episcopal Church, Everett
Lillian Springer	St. Matthew-San Mateo Episcopal Church, Auburn
Adrienne Elliot	St. Paul’s Episcopal Church, Seattle
Katya Nemece	Emmanuel Episcopal Church, Mercer Island
Tina Francis Mutungu	Trinity Episcopal Church, Seattle
Becky Clark	St. Matthew-San Mateo Episcopal Church, Auburn
Allen Hicks	Trinity Episcopal Church, Everett
The Rev. Greg Peters	St. Albans Episcopal Church, Edmonds
The Rev. Edie Weller	St. Mark’s Episcopal Cathedral, Seattle
Jim Campbell	Total Common Ministry, Southwest Washington

Background

The formation of the Ethnic Ministries Circles of Color began in the fall of 2019. A brief explanation for the formation appears in the convention resolutions preamble to 2020 Resolutions 4 through 9:

Currently, there is no proactive diocesan strategic plan for developing ethnic ministries, growing ethnic congregations, and creating opportunities for the active participation of people of color in the governing bodies and decision-making processes of our diocese. When considered in total, the deconstruction of Ethnic Ministries and alienation of BIPOC voices appears intentional. While leadership decisions may have been intended as fiscally and organizationally pragmatic changes, the impact of de-staffing, defunding, and devaluing the experiences of Episcopalians of color in our diocese has been traumatic.

There used to be an Ethnic Ministries program to serve Black, indigenous, and persons of color (BIPOC) in the diocese. However, over the years, through staff and budget cuts, the Ethnic Ministries mission was marginalized, in the view of diocesan BIPOCs, in favor of a more general effort of educating the white majority about the harmfulness of racism. The Ethnic Ministries Circles of Color is less concerned about educating white people than specifically empowering Episcopalian BIPOCs. They intend to encourage the growth of their own community.

Diocesan BIPOC membership actually declined in the last 20 years. The Circles of Color intends to reverse the trend.

Convention 2020's Dominant Theme

The Diocese of Olympia's 110th Convention had a dominant theme over the two days: how can we strengthen the BIPOC community within the diocese? While there were the expected worship services, the recognition of the diocesan award winners, and the election of various officers, the Episcopalian BIPOC community was front and center both days.

It started with Resolutions 4 through 9 on

Friday. These resolutions intended to codify the requirement that BIPOC persons are adequately represented in all diocesan activities. This includes political representation, cultural interpreters, and funding. Delegate Candace McKenna discusses the resolutions elsewhere in this newsletter.

The keynote speech by The Rev. Dr. Bradley Hauff brought a national perspective to this theme. He serves as missionary for indigenous development, education, and ministry development opportunities by and for indigenous peoples by recognizing and empowering leaders from within the community.

This is not the first time Hauff has been a guest of our convention. I attended one of his seminars when I was a delegate a few years ago. He is an inspiring spokesperson for Episcopalian outreach to indigenous persons in North America.



The Rev. Dr. Bradley S. Hauff

Circles of Color Panel Discussion

What are the Circles of Color? Here is a quote from the Convention Resolutions Preamble:

In the absence of organizational support [from the Diocese of Olympia], a leadership group composed of people of color and allies formed in the fall of 2019 to begin dreaming and planning for a genuinely Beloved Community. In the spring and summer of 2020, Ethnic Ministries Circles of Color formed as a grassroots BIPOC network. Our Circles of Color are mutually supportive communities for resource sharing, networking, personal support, addressing issues of racism, encouraging leadership development among our people of color church communities,

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and connecting people of color with what they need emotionally and spiritually to be who God is calling them to be. In addition to the Leadership Circle, the Clergy Circle of Color has developed the following Circles: African/Black American Circle; Indigenous

Circle, Asian Circle; and the Hispanic/Latino Circle. The Postulants of Color Circle is for those people of color currently in the formal ordination process. We are in the process of forming an LGBTQ Circle for people of color. Our allies are also forming an Ethnic Ministries Allies Circle



From left to right. Top row: Adrienne Elliot, Rev. Carla Robinson, Rev. Carlos J. Caguiat, Becky Clark; second row: Deborah Moore, Rev. Greg Peters, Hisako Beasley, Jim Campbell; third row: Katya Nemece, Rev. Terry Kylo, Lillian Springer, Rev. Ruth Ann Garcia; bottom row: Allen Hicks, Tina Francis Mutungu, Rev. Edie Weller, Vicky Cubillos.

composed of white allies who are truly knowledgeable about and committed to working in authentic partnership with people of color.

I believe all these circles had some representation in the discussion. Also, there were three white allies participating. All participants had heart-wrenching stories to tell, and, sadly, some of the stories referenced incidences occurring within the purported inclusive environment of the Episcopal Church.

Terry Kylo asked each person these three questions:

1. What do you love about the Diocese of Olympia?
2. What harm have you experienced within the church and what work have you done to cope and recover?
3. What could the Diocese do to continue to more fully become the beloved community?



Rev. Rachel Taber-Hamilton

It is difficult for even well-intended white people to understand how hard it is for people of color to deal with daily insults, slights, slurs, even speech and actions that are meant to be complimentary. Several panelists made the point that members of the dominant culture are, at best, oblivious to the problems of BIPOCs, and, at worst, dismissive. Ignorance is often cited as commonplace in human interactions.

Racial reconciliation is hard work. We cannot just make up our mind to be not racist. Tina Francis Mutungu put it this way: “We do not think our way to new ways of living. We live our way to new ways of thinking.”

Everyone on the panel emphasized how hopeful they were for progress in the future. From the very beginning, the Christian faith has been an inclusive movement. The early church opened its doors to everyone. There was a real effort to work across tribal barriers. Jesus accepts all persons of faith, including Samaritans, Greeks, Romans, Ethiopians—everyone who loves the Lord.

The Future of the Circles of Color

The purpose of the various circles of color is to empower BIPOCs in the Diocese of Olympia. It is more than a safe place for non-white people. As seen in the convention resolutions, it is a demand for a meaningful place at the diocesan table.

There are two things going on now in 2020. The first has to do with white people who belong to the dominant culture. It is not enough for white people to be against racism. By itself, that is not going to bring about change. White people need to *actively* fight against racism— in both words and deeds.

The second thing is persons of color need to come out their isolation and organize themselves to affect change in society. There is strength in numbers. By showing this strength, the Circles of Color can encourage BIPOCs currently not involved with the diocese to join the cause.

Acknowledgements

The Rev. Rachel Taber-Hamilton is one of the main sponsors of the Circles of Color. Rachel is the Rector of Trinity Episcopal Church in Everett. She is familiar to quite a few of us at St. John’s Church in nearby Snohomish. She introduced the panel at the beginning of the program and wrapped things up at the end with closing remarks.

Rachel made this comment: “There is no way to get to the Easter event without going through Good Friday.” Racial reconciliation is hard work; there are no short cuts. All persons in the Circles of Color have been harmed in some way by the dominant culture. People of the dominant culture need to understand that. By understanding, we can begin to heal as a church.

If you would like to know more about the Circles of Colors, go to Rachel’s website at www.greeningspirit.com. Check out her blog and newsletter. In addition, she has passionate insights on living in harmony with our environment. She calls it a “spiritual greening for a sustainable creation.”

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Important Links to Convention Resolutions, Documents, and Videos

Bishop Rickel's address to the convention

ecww.org/bishop-rickels-2020-convention-address/

Convention resolutions and actions

[Resolutions with Actions 2020.pdf \(ecww.org\)](https://resources.ecww.org/sites/default/files/resources/C1%20Narrative%20Budget%202021.pdf)

Diocesan operating budget

resources.ecww.org/sites/default/files/resources/C1%20Narrative%20Budget%202021.pdf

Anti-Racism Covenant (Episcopal Diocese of Missouri)

<https://www.diocesemo.org/news/2020/07/15/anti-racism-covenant>

Address by Rev. Brad Hauff

<https://www.youtube.com/watch?v=dHzxvJrIbJY&feature=youtu.be>

Climate Crisis sustainment solutions

<https://youtu.be/RlowjpcY8QQ>

Sustaining Earth, Our Island Home

www.sustainislandhome.org

A Listening Circle of Voices in the Wilderness (Circles of Color panel discussion)

<https://www.youtube.com/watch?v=WzjDSF7VSGo>