

Proposed Canonical Amendment

Proposed Revision to Canon 310 – Personnel Committee: Diocesan Staff

Rationale

The 2007 Diocesan Convention overwhelmingly “affirmed and owned” the Bishop’s Commission on Mission Strategy (BCMS – now the Mission Strategy Network, or MSN) report. In so doing, the Diocesan Convention adopted four goals for forming our common life around mission. One of the four goals states:

Goal 4: Develop Effective Stewardship of Financial Resources

The **Operational Strategies 2007-2009** for this goal include:

11.2 Develop a financial accountability system in the diocese that is accessible for providing input and which is transparent in reporting results.

11.2.1 Operating budget and expenditures.

11.2.2 Endowment and capital resources in relation to the trustees.

In preparation for decisions that will precede the election of the Ninth Bishop of Minnesota and for staffing decisions that he or she will make, this proposed revision seeks to create a structure of support for the Bishop in a way that:

- ❖ establishes how the membership of the Diocesan Personnel Committee is determined and terms of office
- ❖ preserves the Bishop’s authority to choose and manage his or her staff
- ❖ provides the Bishop with support and counsel in personnel matters
- ❖ strengthens Diocesan Council’s oversight of program and budget between Conventions
- ❖ enhances Diocesan operational transparency and accountability of leadership
- ❖ aligns the Diocese with increasingly normative practices in the larger Church

(continued on next page)

CANON 310 (PRESENT VERSION)

Diocesan Staff: Salaries

The salaries of all Diocesan Staff are determined by the Bishop.

CANON 310 (PROPOSED REVISION)

Personnel Committee: Diocesan Staff

1. A Personnel Committee, chaired by the Vice President of Diocesan Council, and comprised of the Diocesan Bishop, the Treasurer of the Diocese and three persons elected by Council from among its members:
 - a. Establishes employment policies for Diocesan Staff, including the Canon to the Ordinary, Canon Missioners and all Episcopal Center employees, which must be approved by Diocesan Council;
 - b. Determines salary ranges and establish benefits policies, annually, for all Diocesan Staff, based on national comparisons, including Church Pension Fund comparisons, and submit ranges and policies to Council for approval;
 - c. Determines the salary of the Bishop within a range set by Council;
 - d. In consultation with the Diocesan Finance and Audit Committee, makes recommendations to Diocesan Council regarding cost of living and/or merit increases for Diocesan Staff; and
 - e. Attests to the Bishop's annual review of Diocesan Staff.
2. The Bishop determines actual Diocesan Staff salaries within ranges approved by Council. If no salary ranges have been approved by Council during the preceding year, the Bishop shall determine salaries using his or her discretion.
3. The Personnel Committee is a Committee of Diocesan Council and reports to the full Council on all non-confidential matters under its purview.
4. Diocesan Council members are elected to the Personnel Committee for staggered 3-year terms. Diocesan Council members can serve up to two consecutive terms on the Personnel Committee. If a Diocesan Council member is not reelected to Council or resigns from Council or the Personnel Committee, Diocesan Council shall elect a replacement to complete the term of the departing member.
5. Nothing in this canon shall be construed to conflict with or supersede any provisions of the Diocesan Constitution, these Diocesan Canons, the National Constitution or Canons or actions of General Convention.
6. This Canon shall become effective on January 1, 2009 and shall apply to all new hires occurring on or after January 1, 2010.

*Submitted by John Peters
26 June 2008*

*Passed by the Region 9 Deanery
2 June 2008*

Revised by the Constitution and Canons Committee