

RESOLUTION 001: ON CLERGY COMPENSATION SUBCOMMITTEE

WHEREAS, it is important that our clergy have healthy lives to enable healthy congregations and a healthy diocese, and

WHEREAS, our diocese has clergy from all backgrounds working at different size parishes and other ministries in locales all across central Pennsylvania, and

WHEREAS, The Episcopal Clergy Association of Central Pennsylvania is the body which exists to represent all of the ordained in our diocese; therefore, be it

RESOLVED: That the Episcopal Clergy Association respectfully recommends that the Bishop consider appointing a member of the Clergy Association, selected by that Association, to the Diocesan Subcommittee on Clergy Compensation.

AND BE IT FURTHER RESOLVED that this convenient affirms that recommendation.

Respectfully submitted,
The Rev. Canon Ken Wagner-Pizza
President, The Episcopal Clergy Association of Central Pennsylvania

RESOLUTION 002: ON CHURCH EMPLOYEE COMPENSATION

WHEREAS, there is a continuing need to emphasize the importance of an appropriate salary and adequate total compensation for clergy and laity of the diocese; and

WHEREAS, there is a need for total clergy and lay compensation to be appropriate in relationship to other dioceses; and

WHEREAS, Government guidelines instruct the (a) clergy be issued Form W-2 (not form 1099), and (b) professional allowance be separated from stipend and managed according to an Accounts Reimbursable plan with their employer; and

WHEREAS, the Diocese continues to face a continued increase in the number of congregations unable to sustain full time ordained ministry thus necessitating re-examination of how best to compensate ordained leadership at the congregational level; and

WHEREAS, the Subcommittee on Clergy Compensation has been instructed to review compensation annually and provide information and counsel to congregations, clergy, and the Diocese of compensation matters as needed; therefore, be it

RESOLVED: That the following clergy and lay employee compensation policy be adopted by the Diocese, and that the diocesan convention review this policy in 2015, having been advised by the Standing Committee and the Finance Committee Joint Subcommittee on Clergy and Lay Employee Compensation and Benefits.

Diocese of Central Pennsylvania Clergy and Lay Employee Compensation Schedule

A. Compensation Schedule

Full-time priests and transitional deacons shall be paid a salary that is at least equal to the salary established by the Diocesan Minimum Salary Schedule. The schedule provides higher rates of compensation based on the number of years of full-time ministry completed since ordination to the diaconate. Increases will be set in the Minimum Salary Schedule for 0-4 years, 5-9 years, 10-14 years, 15-24 years, and 25-plus years Other factors including relevant advanced degree (beyond the M.Div.) and specific relevant certification should be considered by parishes when setting salaries. Any clergyperson who is not receiving minimum compensation schedule should be considered part time and responsibilities negotiated accordingly. See G.

Lay persons employed full or part time shall be paid a salary that is at least equal to the minimum hourly wage prevalent in their area.

B. Cost of Living Adjustment

A Cost of Living Adjustment (COLA) will be made to each step of the Diocesan Yearly Minimum Salary Schedule.

C. Medical Insurance

In compliance with the mandate from General Convention, clergy or lay people working 20 or more hours per week must be covered by medical insurance. We offer the following medical plans to employees of our parishes and the diocese through the Medical Trust:

Medical Plan / Monthly Rates 2013	Single	Employee + Spouse	Employee + Child/ren	Family
Empire BCBS High Deductible Health Plan	\$463	\$926	\$833	\$1389
Empire PPO 80/60	\$638	\$1278	\$1150	\$1916
Empire High OptPPO*	\$707	\$1416	\$1275	\$2125

* As part of the diocesan effort to contain health insurance costs for our parishes in light of the mandates of the Denominational Health Plan reaffirmed by General Convention 2012, the Diocese of Central Pennsylvania has made the **Empire PPO 80/60 the standard offering** for all parish and diocesan employees, including clergy. If an individual was previously enrolled in the Empire HighOpt PPO and wishes to remain so, he or she may do so by making up the difference between the premium for Empire PPO 80/60 and the premium for Empire HighOpt PPO.

The following Cigna dental plan is also offered through the Medical Trust.

Dental Plan / Monthly Rates	Single	Employee + Spouse	Employee + Child/ren	Family
Preventive Dental	\$21	\$37	\$32	\$57

Rates when renegotiated are published each fall.

D. Social Security Contribution

The full employer's share of the social security tax is to be paid for all employees.

E. Professional Expense Reimbursement

Vestries are encouraged to review annually with their clergy the actual expenditures incurred in the practice of ministry and to budget accordingly. The **minimum** professional expense reimbursement will be \$5,000, including travel reimbursed at the current rate allowed by the Internal Revenue Service. Such reimbursements are paid with an accountable reimbursement form.

G. Continuing Education

Full-time clergy receive an allowance of a minimum of \$750 annually for continuing education. Monies not used for continuing education will be allowed to accumulate up to 3 years, for special education projects, including sabbaticals.

Sabbatical Leave regulations are as follows:

It is the policy of the Diocese of Central Pennsylvania that all full-time clergy who have served continuously in this diocesan position or parish for seven years or more are entitled for sabbatical leave of up to three months. Sabbatical leave shall be in addition to vacation. While on sabbatical leave the member of the clergy shall receive full compensation and benefits. The right to request such leave shall recur each additional seven years' tenure.

A sabbatical plan of study is to be submitted to, and approved by, the vestry and the Bishop. Clergy are expected to return to their former position for at least one year following the conclusion of a sabbatical leave. Exceptions to this may only be granted by the Bishop with the concurrence of the vestry(ies) of the congregation(s) in which the clergy person is serving. Clergy shall not be eligible for more than one sabbatical leave in a seven year period, nor shall they be eligible for study leave in the same calendar year in which they take a sabbatical. When available, diocesan financial aid will be given to help with the costs of supply clergy for pastoral duties and the leadership of worship during the time of the sabbatical. The congregation or institution shall pay the cost of compensation and benefits. Clergy are expected to pay for the cost of the sabbatical itself; however efforts will be made to assist members of the clergy to obtain grants or other forms of financial aid.

2014 Minimum Clergy Compensation

The minimum clergy compensation schedule is listed below.

Years Ordained as of 1/1/14 Minimum Salary	
0 – 4.....	\$39,658
5 – 9.....	\$43,492
10 – 14.....	\$46,052
15 – 24.....	\$49,598
25 – plus	\$52,233

Minimum salary guidelines are not meant to be considered in lieu of a merit increase. Every parish should be in dialogue with their clergy concerning evaluating responsibilities, performance and compensation annually.

Additional minimum benefits provided by congregations for full-time clergy include:

- 1) Housing is to be provided – either **a)** cash allowance or, **b)** provided through a rectory in which case a \$1,100 equity allowance is to be given. This equity allowance is to be reviewed by the compensation committee annually.
- 2) Church Pension Fund Premiums.
- 3) Life insurance coverage of \$100,000 provided by the Church Insurance Company to clergy employed full-time at no extra cost to the congregation.
- 4) Clergy are to be covered by worker's compensation insurance.
- 5) Long-term 25 disability insurance coverage offered through Church Medical Trust is encouraged as well.

H. Part-time clergy

Based on a full-time week of 44 hours and diocesan standards for years of service, congregations will provide compensation including housing for the work of part-time clergy in proportion to mutually-agreed-upon hours of service.

Professional expenses to be reimbursed proportionately according to Section C of this resolution. The congregation and the ordained person may negotiate for greater reimbursement as part of the total compensation package.

Minimum health insurance coverage proportionate to the hours worked. The congregation and the ordained person may negotiate for greater coverage as part of the total compensation package. Clergy persons eligible for Medicare, CHAMPUS or similar federal or state insurance programs will receive a proportionate share of "medigap" insurance.

Continuing Education and Sabbatical leave proportionate to compensation contracted work time. Vacation time of at least four Sundays a year.

Clergy employed by two or more congregations to make a full-time job shall receive full-time salary and benefits as negotiated by the churches served.

I. Supply Clergy

The stipend for supply clergy is \$150 for one service and \$175 for two services. Beyond two services a day, the rate is to be negotiated. Mileage is to be reimbursed at the current rate allowed by the Internal Revenue Service.

J. Vocational Deacon Reimbursement

Mileage for church business conducted by vocational deacons is to be reimbursed at the current rate allowed by the Internal Revenue Service. In addition, a minimum continuing education allowance of \$500 as well as a \$300 professional expense reimbursement is to be provided. These reimbursements are to be reviewed annually by the Diocesan Compensation Committee.

K. Retired Clergy Insurance

As part of the benefits offered through Church Pension, retired clergy are offered supplemental insurance for Medicare. The comprehensive supplement is now included with retired clergy benefits. Two other levels of supplemental coverage are also available at additional cost. While it is the responsibility of clergy to purchase Medicare supplement for their spouse, the Diocese of Central Pennsylvania has helped retired clergy obtain one of the higher supplemental overages for themselves. At present the Diocese provides monetary assistance toward this cost for the clergy.

L. Lay Employees

Recent actions of General Convention have set standards by which all entities within the Episcopal Church are expected to follow with regard to lay employment practices. It is required that lay employees who work one thousand or more hours per year be provided with pension benefits after one year of service. In addition:

- 1) Those employees twenty one years old and older and working 1000 hours may begin a 403b defined contribution plan immediately upon hiring.
- 2) All employees working 1500 hours annually are to be offered health insurance coverage. Each parish may set up its own cost sharing plan. Arrangements for health insurance should be made through the Diocesan plans. Diocesan guidelines are available on these matters.
- 3) An agreement also should be reached with those employees on life insurance, paid holidays, vacation and sick leave.
- 4) Worker's compensation must be paid for all employees.
- 5) Further, it is encouraged that short-term disability insurance be obtained for lay employees as well.

Submitted by the Congregational Development Commission

RESOLUTION 003: CONVERSATION AND REFLECTION ON THOSE LIVING IN POVERTY

WHEREAS General Convention 2009, Resolution A155, called for the establishment of a program to address domestic poverty and called on The Episcopal Church to "recognize the pressing challenges to those living in poverty and the working poor throughout this nation."

WHEREAS General Convention 2012, resolution A135, affirmed the commitment to poverty alleviation,

WHEREAS The Association for Episcopal Deacons urges our Church to reclaim its purpose as an institution of mission and service, believing that intentional conversation, reflection, and prayer will help us to focus on those who are living in poverty, much as Jesus did in His ministry,

NOW THEREFORE BE IT RESOLVED that the Diocese of Central Pennsylvania, in accordance with the direction of General Convention, call upon the Diocese and its parishes to begin each meeting for the coming year with the question, "How will what we are doing here affect or involve those living in poverty?"

Sponsored by

The Rev. Canon Kate Harrigan, General Convention Deputy and Association of Episcopal Deacons Board Member

Co-Sponsored by

The Rev. Canon David Lovelace, Chair, General Convention Deputation

Co-Sponsored by

The Venerable Molly Solbak, Archdeacon for Deacons

RESOLUTION 004: GUN VIOLENCE

Whereas:

We are a diverse diocese including faithful congregants in both urban and rural settings including many law-abiding and responsible gun owners and recognizing fully that those responsible gun owners are exercising their constitutional rights and are not responsible for recent criminal acts;

And whereas:

We have all – both gun owners and non-gun owners – become increasingly distressed at the wave of violence involving firearms which has cast a pall over many communities and struck down some of the most vulnerable and innocent among us;

Be it resolved:

That the Diocese of Central Pennsylvania calls upon our elected officials at both the state and federal level to take immediate action to resolve this crisis by:

- Requiring background checks for all gun purchases and the elimination of any loopholes which allow criminals to more easily obtain firearms.
- Provide additional funding to help protect our schools to help keep them safe places of learning.
- Work to strengthen the mental health system and provide greater access for individuals with serious mental health issues.
- Join us in working to better educate the people of our region about mental health issues and work to erase the stigma of seeking care for mental illness.
- Seek to eliminate assault weapons and high capacity magazines.
- Join us in prayerfully asking God's help in creating a more peaceful and tolerant society where we can live in our homes and walk on our streets without fear.

And since the sisters and brothers who make up the Body of Christ (the Church) are called upon to engage in the spiritual formation of its members;

Be it further resolved that this Convention commission the Peace and Justice Committee to investigate Episcopal Peace Fellowship's Non-Violence training, and engage these and other resources to design non-violence training courses appropriate for all age groups for use in parishes and in Diocesan formation programs to be presented to Diocesan Convention in 2014.

Respectfully submitted,
The Rev. Robin Jarrell
The Rev. Cliff Johnston

RESOLUTION 005: NON-COMPLIANCE WITH ANNUAL FAIR SHARE PROGRAM

Whereas, an increasing number of parishes in the Episcopal Diocese of Central Pennsylvania have either been unwilling or unable to pay their annual Fair Share on a timely basis; and

Whereas, the Diocese desires to establish a dialogue and consistent steps and procedures to work with parishes who are unwilling or unable to pay their annual Fair Share in order to recommend to Convention whether to exonerate such parishes and allow representation at Convention.

Be it therefore resolved that:

- Beginning with the fiscal year 2014, the Treasurer and rector of any parish that does not pledge or pay their Fair Share for the fiscal year 2013 on a timely basis may be asked to meet with the Finance Committee and provide the reasons that the parish is either unwilling or unable to pay.
- The Finance Committee shall review such explanation and plans for compliance for reasonableness and make a recommendation to the Council of Trustees with regard to exonerated of such parish from the requirements of the Canons.
- Failure to meet with the Finance Committee and obtaining approval for non-compliance from the Council of Trustees may result in enforcement of Article III Section 2C of the Constitution of the Diocese of Central Pennsylvania.

Background:

- The Episcopal Diocese of Central Pennsylvania is a communion of 66 interconnected and inner-dependant parishes that are bonded together as a constituent part of The Episcopal Church and governed by the Constitution and Canons of The Episcopal Church and of the Diocese of Central Pennsylvania.
- These parishes are also bonded by faith and affection so that each may build upon the other's strengths and gifts to God's glory.
- The governing body of the Diocese is the Council of Trustees (COT). The COT included the Bishop, Diocesan officers, the President of the Standing committee, representatives of the Episcopal Churchwomen and the Youth Advisory Board, the seven Convocation Convenors and six members elected by General Convention – three clergy and three lay.
- The COT has established a Diocesan Finance Committee. Among the duties of the Finance Committee is to develop and recommend a Fair Share formula to be reviewed/edited/modified and ultimately approved by the COT.
- The Fair Share formula approved by the COT is discussed with and submitted for approval by The Diocesan Convention. Annual Convention includes lay and ordained people representation from every parish.
- The COT, the Finance Committee and Convention are forums where everyone in the Diocese can have input and such input is sought.
- Although the Fair Share has been overwhelmingly approved each year by the Diocesan Convention, an increasing number of parishes have either not paid their annual Fair Share allocation or have not paid on a timely basis.
- The Constitution and Canons provide that representation at Convention shall be denied to any Parish that fails to pay its Diocesan Fair Share unless exonerated by the Convention.

- The Diocese wants to be in dialogue with each and every parish that is unable or unwilling to pay the Fair Share and to establish a procedure to address this issue on a consistent basis.

Submitted by the Finance Committee of the Diocese of Central Pennsylvania

RESOLUTION 006: VOTING RIGHTS

WHEREAS we, the citizens of the United States, residing in the Commonwealth of Pennsylvania, have sadly witnessed increasing legislative assaults on the right of all persons aged eighteen (18) and older, to vote,

AND WHEREAS the Voter Id Law enacted in the Commonwealth of Pennsylvania in March or 2012, continues to be disputed, but is nonetheless an enacted law, currently blocked while pending judicial consideration,

AND WHEREAS the free and open expression of religion is guaranteed by the 1st Amendment to our Constitution, and the Right to Vote has been expanded and articulated in no less than FOUR amendments to our Constitution, (XV, XIX, XXIV & XXVI),

AND WHEREAS the free and open ability to worship is best protected in the context of a vibrant and open electoral process which encourages all persons to vote who are constitutionally eligible to vote,

BE IT THEREFORE RESOLVED that this 143rd Convention of the Episcopal Diocese of Central Pennsylvania shall by enactment of this resolution, urge the Gov. of this Commonwealth and all elected representatives to repeal the Voter ID Law, returning the process of registration and voting to pre- 2012 circumstances, recognizing that the Commonwealth has no history of voter impersonation fraud, even at such time as the current Governor was Attorney General for the commonwealth,

AND BE IT FURTHER RESOLVED that this 143rd Convention of the Episcopal Diocese of Central Pennsylvania urge all persons of faith and communities of faith to join in this appeal to restore voting privileges to pre- 2012 levels,

AND BE IT FURTHER RESOLVED that this 143rd Convention of the Episcopal Diocese of Central Pennsylvania urge our elected officials to cease any further efforts to restrict voting access and instead consider expanding the franchise opportunities by allowing registration up to and including the day of voting, expanding voting to include days preceding Election Days, including the weekend leading up to Election Days, to allow for greater participation by all registered voters in candidate nomination process.

Respectfully submitted,
Rev. Elaine M. Silverstrim
Retired Priest
Diocese of Central Pennsylvania
Northern Tier