

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. Further, such parish shall provide the Finance Committee with a written 3 to 5 year plan demonstrating a method to come into compliance.
- 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 exoneration of such parish from the requirements of the Canons.
- Acceptable reasons for not meeting Fair Share obligations may include, but are not limited to:
 - Cost of capital improvements;
 - Cost of starting a new program;
 - Cost of hiring a parish personnel;
 - Efforts that focus on helping the parish to grow.
- The recommendation by the Finance Committee may include the requirement that non-compliant parishes record the unpaid Fair Share amount on its balance sheet as a liability to the Diocese.
- 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