

THE EPISCOPAL DIOCESES OF  
**Western New York &  
Northwestern Pennsylvania**

**NWPA 2020 Diocesan Convention**

**Resolution PA-A**

**Originator:** Diocesan Council

**Subject:** 2021 Budget and Assessments

# Episcopal Diocese of Northwestern Pennsylvania

## Summarized Proposed 2021 Budget

As of October 16, 2020

| Accounts  | 2019<br>Actual | 2020<br>Budget | 2021<br>Proposed |
|---|----------------|----------------|------------------|
| <b>Revenue</b>                                      |                |                |                  |
| Total Assessments                                   | 674,353        | 667,137        | 686,995          |
| Trust Group A - Budget Operations                   | 78,273         | 180,494        | 154,072          |
| Trust Group A - Sub Account #179                    | 0              | 0              | 0                |
| <b>Total Revenue</b>                                | <b>752,626</b> | <b>847,631</b> | <b>841,067</b>   |
| <b>Operating Expenses</b>                           |                |                |                  |
| <b><u>Personnel</u></b>                             |                |                |                  |
| Salaries  | 222,129        | 243,095        | 282,725          |
| Housing Allowances                                  | 96,000         | 96,000         | 53,560           |
| SECA & FICA   | 41,380         | 35,334         | 35,136           |
| Pensions  | 51,222         | 50,929         | 52,204           |
| Medical / Life Insurance                            | 73,816         | 69,696         | 62,000           |
| Staff Conferencing & Networking                     | 0              | 0              | Moved to Program |
| Worker's Compensation                               | 1,627          | 2,500          | 2,300            |
| <b>Total Personnel</b>                              | <b>486,174</b> | <b>497,554</b> | <b>487,925</b>   |
| <b><u>Diocesan Center Expenses</u></b>              |                |                |                  |
| Maintenance & Supplies                              | 23,974         | 30,000         | 30,000           |
| Utilities   | 5,840          | 7,100          | 7,100            |
| Property Taxes                                      | 1,884          | 3,000          | 3,000            |
| Insurance   | 15,090         | 16,000         | 15,000           |
| Staff Travel  | 48,674         | 40,000         | 40,000           |
| Automobile Purchase                                 | 0              | 45,000         | 0                |
| Telephone & Network Support                         | 15,628         | 13,600         | 17,300           |
| Office Operating Expenses                           | 18,857         | 24,100         | 25,300           |
| Diocesan Convention                                 | 20,047         | 12,000         | 15,000           |
| Professional Expenses                               | 18,448         | 20,000         | 20,000           |
| <b>Total Diocesan Center Expenses</b>               | <b>168,442</b> | <b>210,800</b> | <b>172,700</b>   |
| <b><u>Church-Wide Relations</u></b>                 |                |                |                  |
| National Church Apportionment                       | 112,393        | 124,277        | 124,142          |
| Conferences & Convention                            | 5,841          | 15,000         | 56,300           |
| <b>Total National &amp; International Relations</b> | <b>118,234</b> | <b>139,277</b> | <b>180,442</b>   |
| <b>Total Operating Expense</b>                      | <b>772,850</b> | <b>847,631</b> | <b>841,067</b>   |

**Episcopal Diocese of Northwestern Pennsylvania**  
**Summarized Proposed 2021 Budget - Program & Transition**

As of August 26, 2020

| Accounts                                      | 2019<br>Actual | 2020<br>Budget | 2021<br>Proposed |
|---|----------------|----------------|------------------|
| <b>Revenues - Trust Group A</b>               |                |                |                  |
| Operating Funds                               | 219,194        | 0              | 178,300          |
| Sub-Account #179                              | 0              | 244,267        | 0                |
| Sub-Account #198                              |                |                | 70,000           |
| <b>Total Revenues</b>                         | <b>219,194</b> | <b>244,267</b> | <b>248,300</b>   |
| <b>Expenses - Program</b>                     |                |                |                  |
| <b>Total Retiree's Benefits &amp; Support</b> | <b>20,605</b>  | <b>24,900</b>  | <b>21,400</b>    |
| Youth & Young Adult Commission                | 17,239         | 25,000         | 25,000           |
| Leadership Development                        | 75,926         | 25,000         | 50,000           |
| Aspirants Retreat                             | 4,256          | 6,000          | 6,000            |
| Racial Reconciliation                         | 0              | 0              | 10,000           |
| Diocesan Ministry Support                     | 992            | 1,000          | 1,000            |
| <b>Total Comprehensive Mission Strategy</b>   | <b>98,413</b>  | <b>57,000</b>  | <b>92,000</b>    |
| <b>Total Ecumenical Relations</b>             | <b>19,178</b>  | <b>18,200</b>  | <b>17,300</b>    |
| <b>Total Program Expenses</b>                 | <b>138,196</b> | <b>100,100</b> | <b>130,700</b>   |
| <b>Expenses - Transition</b>                  |                |                |                  |
| <b>Consultants</b>                            |                |                |                  |
| Communications                                | 3,183          | 30,000         | 30,000           |
| Congregational Vitality                       | 27,138         | 27,059         | 18,070           |
| Integration                                   | 9,511          | 25,000         | 0                |
| Strategic Change                              | 21,913         | 47,108         | 27,530           |
| Other Consultants                             | 23,314         | 0              | 27,000           |
| Travel Expenses                               | 13,154         | 15,000         | 15,000           |
| <b>Total Transition Expenses</b>              | <b>98,213</b>  | <b>144,167</b> | <b>117,600</b>   |
| <b>Total Program &amp; Transition Expense</b> | <b>236,409</b> | <b>244,267</b> | <b>248,300</b>   |

## **Resolution PA-B**

**Originator:** Constitution & Canons Committee

**Subject:** Changes to Title V, Canon 4

Changes to Title V, Canon 4 Of The Election Of A Bishop

Replace all of Canon 4 with the following:

Section A) On the call by the Bishop Diocesan for the election of a successor, or of a Bishop Co-Adjutor or of a Bishop Suffragan; or upon the death, resignation, or permanent disability of the Bishop Diocesan, the Standing Committee may:

(1) appoint nine persons to serve as a Search Committee; The persons appointed to this committee may be any Cleric in Good Standing or any Lay Person in Good Standing. The Search Committee shall conduct all tasks necessary to select and nominate to the electing Convention three to five persons to be a Bishop in this Diocese.

- i. There will be no nominations permitted from the floor.
- ii. Additional persons may be nominated by written petition signed by at least three Clergy in Good Standing and ten adult Lay Persons in Good Standing. Such written petition must be submitted by a deadline established by the Search Committee.
- iii. All persons nominated must comply with, and be qualified for office by, the National Constitution and Canons, by the Constitution of this Diocese and by these Canons. Or,

(2) call a Convention of the Diocese with the intention of requesting the House of Bishops of Province III or the House of Bishops of the Episcopal Church to elect a bishop on its behalf, following the procedure described in Canon III.11.1.(b) the Canons of the Episcopal Church.

Section B. The Diocesan Council shall appoint nine persons to serve as a Transition Committee. The persons appointed to this committee may be any Cleric in Good Standing or any Lay Person in Good Standing. The Transition Committee shall conduct all tasks necessary for the consecration, welcome, and transition to a new Bishop.

### **Rationale.**

The Churchwide Canons provide that a diocese may request the House of Bishops to elect a bishop on its behalf. Our current diocesan canons would prevent us from ever doing so. This proposed change would permit us to do so.

## Resolution PA-C

**Originator:** Constitution & Canons Committee

**Subject:** Regional Disciplinary Board Compact

This Compact is made as of \_\_\_\_\_, 2020, by and among the Dioceses of Northwestern Pennsylvania, Ohio, Pittsburgh, Southern Ohio, Western New York, and West Virginia ("The Dioceses") which have agreed to maintain a joint Disciplinary Board for the purposes of implementing Title IV of the Canons of The Episcopal Church ("Compact"). This Compact will become effective January 1, 2021.

1. The Regional Disciplinary Board ("RDB") shall consist of thirteen (13) persons, seven (7) of whom are Clergy and six (6) of whom are Laity, and shall constitute a court for purposes of Article IX of the Constitution of The Episcopal Church. Each of The Dioceses shall elect one clergy member and one lay member on the RDB. The thirteenth member, a clergy member, shall be nominated by the RDB and subject to the unanimous approval by the Bishops of The Dioceses. Eventually, each member of the RDB will serve a three-year term, each term to begin on January 1 following appointment or election.

a. During the first year of the Compact, following the election of the President, the twelve members shall draw lots to determine the following classes in such a way that no more than one (1) member from a diocese is a member of the same class, not including the President, who will initially serve a three-year term:

i. the four members with terms expiring December 31, 2021;

ii. the four members with terms expiring December 31, 2022; and

iii. the four members with terms expiring December 31, 2023, in addition to the President.

b. Thereafter, each diocese shall elect or appoint members of the same order as the members whose terms are expiring.

c. No member of the RDB shall be elected to more than two consecutive full terms, nor be re-elected or appointed until one year shall have elapsed following the expiration of the second term.

d. Vacancies on the RDB shall be filled as follows:

i. Upon the determination that a vacancy exists, the President of the Board shall notify the appropriate bishop of the vacancy and request appointment of a replacement member of the same order as the member being replaced.

ii. Replacements shall be appointed and approved in accordance with the canons of the appointing diocese.

iii. The term of any person selected as a replacement member of the RDB shall be until the next annual convention of the appointing diocese, or until his or her successor is elected or appointed.

2. The initial President (a member of one of the Disciplinary Boards in The Dioceses) shall be chosen pursuant to General Canon IV.5.1. On or before January 31 of the year following the conclusion of the initial three-year term of the President of the RDB, the RDB will convene to elect a President by majority vote to serve for the calendar year or until a successor President is elected. If no President is selected by the RDB after sixty (60) days, the then-current President will serve until a successor is elected by a majority vote of the Bishops of The Dioceses.

### 3. Other Offices.

a. Each of The Dioceses will make such provision for Church Attorneys, Intake Officers, Advisors, Investigators, Conciliators, and other persons acting under Title IV as it may choose ("Procedural Participants"), and will notify the other Dioceses and President of the RDB of the names and contact information of the persons designated for those offices.

b. Each of The Dioceses will also make available the names and terms of engagement of such of the Procedural Participants as may be available to The Dioceses for those services.

c. Procedural Participants shall serve with respect to matters arising in their diocese in which Procedural Participants have been appointed or elected, except in matters of a Complaint that involves more than one diocese, in which case the affected bishops shall determine which Procedural Participants shall be involved.

### 4. Conduct of Cases

a. For any proceeding referred to a Reference Panel, the President will promptly select from the RDB, a Conference Panel and a Hearing Panel, and shall designate a president of each Panel, as appropriate.

b. For each proceeding, the Reference Panel will consist of the Intake Officer for the diocese of canonical residence of the Respondent, the President of the RDB, and the bishop of that diocese.

c. In addition to the provisions of Canon IV.19.14 of Title IV, the integrity of the RDB shall be maintained by permitting the Church Attorney or a Respondent to challenge a member of the RDB or Panel appointed for a proceeding on grounds of conflict of interest or undue bias. The remaining members of the RDB shall determine whether a challenge is relevant and factually supported in accordance with Canon IV.19.15 of Title IV.

5. The RDB shall use reasonable efforts to conduct its business using electronic means, including video conferences. When it is necessary to incur expense for RDB business, members of the RDB shall make every effort to minimize such expense. With the exception of legal fees incurred by the Respondent, expenses incurred by the Procedural Participants for a particular disciplinary matter shall be borne by the diocese exercising jurisdiction. In situations involving more than one diocesan member of the Compact, the bishops of the affected dioceses

shall agree on venue and expense allocation, subject to Canon IV.19.5. Administrative expenses of the RDB shall be shared equally by The Dioceses. In accordance with Canon IV.19.30, all administrative requirements following the conclusion of a matter shall be the responsibility of the diocese exercising jurisdiction.

6. The Dioceses shall maintain this Compact until one or more of The Dioceses provides written notice of no less than one year to the bishops of all of The Dioceses that it wishes to terminate its participation in the Compact. If any proceeding has been commenced and is still ongoing as of the termination date, this Compact shall remain in effect solely with respect to such proceedings until the final disposition thereof.

7. Any amendment to this Compact must be in writing and signed by the bishops of each of The Dioceses and be concurred in by the Conventions of each of The Dioceses in the manner prescribed by the canons of the concurring diocese and will be effective not earlier than the first day of the year following the year in which the ratification of the amendment shall have been approved by all of The Dioceses.

8. In the event that any provision of this Compact is in conflict with or inconsistent in any way with Title IV of the Constitution and Canons of The Episcopal Church, the provisions of Title IV shall prevail.

Diocese of Northwestern Pennsylvania

By: \_\_\_\_\_

The Rt. Rev. Sean Rowe

Diocese of Ohio

By: \_\_\_\_\_

The Rt. Rev. Mark Hollingsworth, Jr.

Diocese of Pittsburgh

By: \_\_\_\_\_

The Rt. Rev. Dorsey W. W. McConnell

Diocese of Southern Ohio

By: \_\_\_\_\_

The Rt. Rev. Thomas E. Breidenthal

Diocese of Western New York

By: \_\_\_\_\_

The Rt. Rev. Sean Rowe

Diocese of West Virginia

By: \_\_\_\_\_

The Rt. Rev. W. Michie Klusmeyer

**Rationale.**

This Compact between six dioceses would provide one disciplinary process to serve all six dioceses. The Diocese of Northwestern Pennsylvania does not really have the people resources to do this process in a fair, unbiased, and adequate manner. We would do our best but having the additional resources of the other five dioceses would be a great help. This Compact was developed jointly by the Chancellors of all six dioceses. The Constitution and Canons Committee recommends adoption of this Compact. A simple majority is sufficient to adopt.

## **Resolution PA-D**

**Originator:** Constitution & Canons Committee

**Subject:** Adding a Subsection to Title IV, Canon 6, Section A

Resolved, that a subsection ii, be added to Title IV, Canon 6, Section A, as follows: ii. Should this Diocese enter into any written agreement with one or more other dioceses to share Disciplinary Boards, as provided for in the National Canons, then that written agreement will be appended to these canons and, to the extent it varies any of the following provisions of this Canon, it shall have the full force and effect of this canon; but to the extent any of the provisions of this Canon are not varied by the aforesaid agreement, OR should there be no such agreement, then the Disciplinary Board of this Diocese shall be governed by the remainder of this Canon.

### **Rationale.**

Should we enter into any agreement with other dioceses to share disciplinary resources, we would need to change this canon in several places to conform to such agreement. But what if a proposed agreement is adopted by us and canonical changes made but the other diocese(s) do not agree. What would our disciplinary process be then? And what about items not dealt with in any such agreement? This proposal provides that when we enter any such agreement then the terms of that agreement will become part of our canons and any items not dealt with in the agreement will be as in our current canon. Obviously, if an agreement is not entered into or is later dissolved our current canons would be in effect in their entirety. The Constitution & Canons Committee recommends adoption. Since this resolution would amend the Canons a two-thirds vote of the Members of Convention present is required to adopt the amendment.

## **Resolution PA - E**

**Originator:** Commission to Dismantle Racism and Discrimination

**Subject:** Framing the Journey to Beloved Community

**Whereas**, the Episcopal Diocese Commission to Dismantle Racism and Discrimination (CDRD) was established to: (1) promote greater understanding, training and practice to dismantle racism; and (2) further reconciliation and justice both by laity and clergy within the church and community; and

**Whereas**, the CDRD intends to assist congregations in building capacity to implement the practices of telling the truth, proclaiming the dream, practicing the way of love and repairing the breach, which are the practices that will help us fulfill the church's long term commitment to racial healing, reconciliation and justice; therefore be it

**Resolved**, That congregations in the Episcopal Dioceses of Western New York and Northwestern Pennsylvania shall organize by 2022 a series of conversations to promote the spiritual and structural change required for racial justice and reconciliation and be it further

**Resolved**, That congregations be encouraged to structure these conversations using resources that will be provided on the diocesan website in early 2021 by the Mission Strategy Racial Justice Working Group and the adaptive change process and be it further

**Resolved**, that congregations be encouraged to collaborate in holding these conversations and be it further

**Resolved**, that each congregation or collaborative group of congregations designate one (1) or two (2) members as Racial Reconciliation Liaisons to work with the CDRD; and be it further

**Resolved**, That each congregation or collaborative group of congregations under the leadership of its Racial Reconciliation Liaisons organize this work and report any findings/recommendations to CDRD not later than thirty (30) days prior to the 2022 Diocesan Convention.

### **Rationale.**

In light of the numerous inexcusable deaths of unarmed Black men and women and the realities of white supremacy, the Episcopal Church is charged with undertaking the difficult work of racial reconciliation through teaching, engagement and action.

A number of tools for facilitating these congregations exist. The Mission Strategy Racial Justice Working Group is compiling a set of these resources for distribution in early 2021, and the CDRD is prepared to help congregations use Adaptive Action, a process developed by system thinkers to identify successful patterns for advancing systemic change. Adaptive action has proven helpful when the challenge seems overwhelming, and may be helpful in promoting change in our church's behavior, practices and structures.

This resolution is an effort to get all congregations within the Diocese of Northwestern Pennsylvania and Western New York involved in responding to racial injustice with the intent to grow a Beloved Community of healers, justice makers and reconcilers.

## Resolution PA – F

**Originator:** Bishop James Theodore Holly Chapter of the Union of Black Episcopalians

**Subject:** The Visibility of the Union of Black Episcopalians

**Be it Resolved,** that starting in 2021, members of the James Theodore Holly Chapter of the Union of Black Episcopalians (Bishop Holly Chapter) will have a permanent seat and voice at the Annual Joint Convention of the Episcopal Dioceses of Northwestern Pennsylvania and Western New York (Episcopal Partnership); and be it further

**Resolved,** that the Bishop Holly Chapter will work collaboratively with the Commission to Dismantle Racism and Discrimination to bring visibility to the struggles of black Episcopalians both within the Episcopal Church and in America – joining with the Commission in its effort to recruit Northwestern Pennsylvania congregations into the work of social justice; and be it further

**Resolved,** that the Bishop Holly Chapter will work with the Episcopal Partnership to highlight the history, mission and activism of the Union of Black Episcopalians; and be it further

**Resolved,** that the Bishop Holly Chapter will be considered as representative of Black Episcopalians in both Western New York and Northwestern Pennsylvania. To that end, the leadership of the Bishop Holly Chapter will network and collaborate with organizations serving the needs of Black, Indigenous and other people of color communities in Northwestern Pennsylvania to provide workshops and other events; and be it further

**Resolved,** that the Episcopal Partnership as well as individual congregations support the outreach work being done and being planned in communities of color through increased infrastructure, funding, meeting space and pastoral presence; and be it further

**Resolved,** that the Episcopal Partnership as well as individual congregations utilize the Bishop Holly Chapter as a resource for the recruitment, hiring, mentoring and retention of talented and diverse lay leaders and clergy and that the Bishop Holly Chapter will actively engage the Episcopal Partnership in its efforts to recruit new Episcopalians of Color in the region; and be it further

**Resolved,** that the Episcopal Partnership as well as individual congregations support Historically Black Colleges and Universities (HBCU's), especially Voorhees College and St. Augustine's University, the two remaining Historically Black Episcopal Institutions of Higher Education, and support and mentor young African Americans who are called into leadership as deacons and clergy; and be it further

**Resolved,** that the Episcopal Partnership put resources behind attracting more diverse clergy to the region.

**Rationale.**

The Union of Black Episcopalians, founded in 1968 when seventeen Black priests met at St. Philip's Church in Buffalo, NY, continues a more than 200 year tradition of Black Leadership in the Episcopal Church with its mission of "uniting the diverse concerns and gifts of Black Episcopalians." As active participants in the Episcopal Partnership members of the Bishop Holly Chapter, should have a voice and a seat at the decision making table. In order to enhance the Episcopal Partnership's demonstrated and ongoing commitment to ending racial injustice and facilitating the 'Beloved Community,' the Bishop Holly Chapter seeks increased visibility and respect.

## **Resolution PA - G**

**Originator:** Mission Strategy Advisory Group Race Justice Team/ the Episcopal Diocese of Western New York Commission to Dismantle Racism and Discrimination

**Subject:** Forming a Joint Commission to Dismantle Racism and Discrimination

**Whereas**, the Episcopal Dioceses of Northwestern Pennsylvania and Western New York voted by an overwhelming margin to begin an experiment for the sake of the gospel by entering into a Partnership focused on creating new opportunities for mission; and

**Whereas**; we understand mission to include the ministry of reconciliation, which is spiritual practice of seeking loving, liberating and life-giving relationship with God and one another, and striving to heal and transform injustice and brokenness in ourselves, our communities, institutions and society; and

**Whereas**; the Diocese of Western New York's Commission to Dismantle Racism and Discrimination has been ably engaged in this work in their diocese and welcomes extending their ministry and membership to include the Diocese of Northwestern Pennsylvania; be it

**Resolved**, that the current Diocese of Western New York Commission to Dismantle Racism and Discrimination become the Joint Commission to Dismantle Racism and Discrimination of the Dioceses of Western New York and Northwestern Pennsylvania; and be it further

**Resolved**, that the Bishop appoint members of both the Dioceses of Western New York and Northwestern Pennsylvania to the expanded Commission to Dismantle Racism and Discrimination; and be it further

**Resolved**, that the Conventions of the Dioceses of Western New York and Northwestern Pennsylvania commit to supporting the Commission's mission and goals "to promote greater understanding, training and practice of dismantling racism and furthering reconciliation and justice, both by laity and clergy within the Church."

### **Rationale.**

An expanded Commission is essential to promoting the Episcopal Church's long term commitment to racial healing, reconciliation and justice. The organizational structure of the Joint Commission to Dismantle Racism and Discrimination of the Dioceses of Western New York and Northwestern Pennsylvania will be determined with the input of both Commissions at a later time.

**2020 Diocesan Convention  
Resolution H**

**Originator:** Diocesan Council

**Parish/Mission:** N/A

**Subject:** 2021 Minimum Stipend and Allowances for Parochial Clergy

**Be it resolved,** that pursuant to Canon X, each member of the clergy serving in the Diocese in a full time pastoral ministry or other stipendiary ministry as approved by the Bishop, shall receive a minimum annual cash stipend according to the following scale:

Years of Ordained Service as of January 1, 2021:

|                             |          |
|-----------------------------|----------|
| Less than two (2) years     | \$39,037 |
| Two to four (2 to 4) years  | \$43,557 |
| Four to Six (4 to 6) years  | \$48,862 |
| Six to Eight (6 to 8) years | \$52,055 |
| Eight (8) years or more     | \$55,246 |

The above figures represent an **actual** one and three tenths percent (1.3%) increase over the 2020 figures.

**Resolved,** that each cure shall provide for its clergy, whether full time or part time, a paid vacation of four weeks (including Sundays) each year; and be it further

**Resolved,** that when a federal holiday falls on the regular day off of a cleric or on a major Feast Day, that the clergyperson be encouraged to take another day that week as the day off. The federal holidays are: New Year's Day; Martin Luther King, Jr. Day; President's Day; Memorial Day; Independence Day; Labor Day; Columbus Day; Veterans' Day; Thanksgiving Day; and Christmas Day; and be it further

**Resolved,** that clergy shall also receive an amount equal to at least one-half of their self-employment tax, fully paid premium for the Church Pension Fund, life insurance of \$25,000, and group health insurance coverage for the clergyperson and family; and be it further

**Resolved,** that each cure shall provide for its resident full-time clergy a reimbursement allowance for ordinary and necessary business and professional expense incurred on behalf of the cure; further that a reimbursement allowance worksheet is used by congregations, in establishing a fair value amount for these expenses. Ordinary and necessary expenses shall include, but not be limited to: the use of personal automobile, overnight travel including lodging and meals, books and subscriptions, vestments, and professional dues. Clergy will be reimbursed monthly for the professional use of their automobiles at the current IRS rate plus tolls and parking based upon monthly written record submitted to the treasurer of the congregation by the clergy. Reimbursement for the other expenses shall be pre-approved by the Vestry/Bishop's Committee and paid upon receipts submitted to the treasurer of the congregation; and be it further

**Resolved,** that any congregation that is financially unable to meet these minimum stipends and allowances shall, by February 1<sup>st</sup> of each year, consult with the Bishop. This consultation shall include consideration of total clergy support, thus providing the congregation with some flexibility in structuring the overall clergy support package. This consultation may also include the phasing in over a maximum of three years of the minimum annual stipend; and be it further

**Resolved,** that each cure shall provide use of a suitable rectory, with utilities, except for personal toll calls; or else an adequate housing allowance. Where a clergyperson lives in a rectory, an adequate Equity Allowance shall be provided in the form of a tax sheltered annuity or other similar investments; and be it further

**Resolved,** that each cure shall encourage its Rector/Vicar to seek some kind of continuing education each year, and to that end shall provide a continuing education allowance of not less than \$1,500 and two weeks paid continuing education leave. If any portion thereof be unused, this money shall be deposited in a continuing education interest-bearing account for future use and up to six weeks leave may be accrued for use as a continuing education leave. In the event the cleric changes cures, the balance of funds in this account shall be retained for the use of the clergy of the cure and not diverted for any other purpose.

**Article and section of constitution or canons affected:** None

**Budget line item(s) affected:** None