

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 Actual	2020 Budget	2021 Proposed
Revenue			
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
Total Revenue	752,626	847,631	841,067
Operating Expenses			
<u>Personnel</u>			
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
Total Personnel	486,174	497,554	487,925
<u>Diocesan Center Expenses</u>			
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
Total Diocesan Center Expenses	168,442	210,800	172,700
<u>Church-Wide Relations</u>			
National Church Apportionment	112,393	124,277	124,142
Conferences & Convention	5,841	15,000	56,300
Total National & International Relations	118,234	139,277	180,442
Total Operating Expense	772,850	847,631	841,067

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

As of August 26, 2020

Accounts	2019 Actual	2020 Budget	2021 Proposed
Revenues - Trust Group A			
Operating Funds	219,194	0	178,300
Sub-Account #179	0	244,267	0
Sub-Account #198			70,000
Total Revenues	219,194	244,267	248,300
Expenses - Program			
Total Retiree's Benefits & Support	20,605	24,900	21,400
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
Total Comprehensive Mission Strategy	98,413	57,000	92,000
Total Ecumenical Relations	19,178	18,200	17,300
Total Program Expenses	138,196	100,100	130,700
Expenses - Transition			
Consultants			
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
Total Transition Expenses	98,213	144,167	117,600
Total Program & Transition Expense	236,409	244,267	248,300

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 1st 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