

Resolution PA-A

Originator: Diocesan Council

Subject: 2022 Minimum Stipend and Allowances for Parochial Clergy

Be it resolved, that pursuant to Title IV, Canon 2,c.v 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, 2022:

Less than two (2) years	\$40,794
Two to four (2 to 4) years	\$45,517
Four to Six (4 to 6) years	\$51,061
Six to Eight (6 to 8) years	\$54,397
Eight (8) years or more	\$57,732

The above figures represent an estimated four and one half percent (4.5%) increase over the 2021 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.

Resolution PA-B

Originator: Constitution & Canons Committee

Subject: Amending Canon V.4. Of The Election Of A Bishop

Resolved, that Canon V.4.B be amended by deleting the words, “three to five persons” and replacing them with “one or more persons”

Rationale:

This amendment would change the duty of the Search Committee for a Bishop. Instead of having to nominate three to five persons for Bishop they would have to nominate just one or more persons.

In the church at large more and more dioceses seem to be nominating fewer people in episcopal elections. In addition, there are more dioceses using Bishops Provisional (eg. Western NY and Bethlehem in our own recent experience.) When using a Bishop Provisional, only one person is nominated to the electing convention. Our current Canon appears to preclude this diocese from ever using a Bishop Provisional. We think it would be good to change the Canon to allow this possibility.

We think it would be best to trust the judgment of the Search Committee to present the right number of nominees whenever we are electing a bishop.

Note: this is an amendment to the Canons and requires a “...two-thirds vote of the members present and eligible to vote...”

Resolution PA-C-1

Originator: Constitution & Canons Committee

Subject: Amending Canon I.1 General Provisions

Resolved, that Canon I.1 be amended by the addition of a new Canon 6, reading as follows:

Meetings of any body under these canons may take place as in-person, virtual, or hybrid meetings. Virtual meetings are those where arrangements have been made in advance to allow participants to attend the meeting by means of a conference telephone, internet, or similar communication equipment by which all persons participating in a meeting can effectively communicate with each other without needing to be physically present at the same location. Those attending a meeting by such means shall be deemed to be attending virtually. Hybrid meetings include some participants attending the meeting in person and others attending virtually. Any arrangements for holding a virtual or a hybrid meeting will be included in the meeting notice, including details by which a person can attend the meeting virtually. Persons shall be deemed to be present for determination of a quorum by attending either in person or virtually where arrangements for such attendance have been made. Such persons shall be entitled to vote, if qualified to do so, and have arrangements made for voting by secret ballot, where appropriate, and such persons shall be recorded as present in the minutes of the meeting without distinction as to their virtual or in-person attendance.

Rationale:

This past year has taught us that sometimes it is not possible or prudent to hold meetings in person. While the Commonwealth of Pennsylvania has made provision in law to cover this possibility, our Diocesan Canon law does not. This Amendment would allow meetings where not everyone is present physically but can be electronically. The leaders of our meetings would have to assure that everyone can hear everyone else and fully participate.

The language in the proposal above has been adapted from the Statutes of the Commonwealth of Pennsylvania.

Note: this is an amendment to the Canons and requires a "...two-thirds vote of the members present and eligible to vote..."

Resolution PA-D-1

Originator: Constitution & Canons Committee

Subject: Amending Article III.A of the Constitution on Convention, Meetings

Originator: Constitution & Canons Committee

Subject: Amending Article III.A of the Constitution on Convention, Meetings

Resolved, that Article III.A of the Constitution be amended by the addition of a new subsection 1 reading as follows:

Meetings of any body under these canons of the Convention may take place as in-person, virtual, or hybrid meetings. Virtual meetings are those where arrangements have been made in advance to allow participants to attend the meeting by means of a conference telephone, internet, or similar communication equipment by which all persons participating in a meeting can effectively communicate with each other without needing to be physically present at the same location. Those attending a meeting by such means shall be deemed to be attending virtually. Hybrid meetings include some participants attending the meeting in person and others attending virtually. Any arrangements for holding a virtual or a hybrid meeting will be included in the meeting notice, including details by which a person can attend the meeting virtually. Persons shall be deemed to be present for determination of a quorum by attending either in person or virtually where arrangements for such attendance have been made. Such persons shall be entitled to vote, if qualified to do so, and have arrangements made for voting by secret ballot, where appropriate, and such persons shall be recorded as present in the minutes of the meeting without distinction as to their virtual or in-person attendance.

Rationale:

This past year has taught us that sometimes it is not possible or prudent to hold meetings in person. While the Commonwealth of Pennsylvania has made provision in law to cover this possibility, our Diocesan Canon law does not. This Amendment would allow meetings of Convention where not everyone is present physically but can be electronically. The leaders of Convention would have to assure that everyone can hear everyone else and fully participate.

The language in the proposal above has been adapted from the Statutes of the Commonwealth of Pennsylvania.

Note: this is an amendment to the Constitution and requires a vote by orders. If approved by a concurrent majority of both orders at this Convention the proposed Amendment will then lay over until the next Annual Convention. If it is again approved by a concurrent vote of both orders it will then take effect at the end of that Convention.

Resolution PA-E

Originator: Constitution & Canons Committee

Subject: Amending Canon II.4. Of The Governance Of Missions

Resolved, that Canon II.4.B be amended by the addition of a new subsection iv, reading as follows:

A quorum for the transaction of business in the Annual Meeting shall consist of 15% of all the persons entitled to vote if they were present.

Rationale: It was brought to our attention that we had not included any quorum requirements for the Meetings of Mission congregations. This amendment is intended to correct that oversight. The proposal is an adaptation of the quorum requirement imposed on parishes with a lower percentage of membership (15% rather than 25%) but with no upper limit. Parishes have an upper limit such that 25 persons can constitute a quorum. Note that when no quorum is specified it would default to 50% plus 1. This would be an impossible requirement in most congregations.

Note: this is an amendment to the Canons and requires a "...two-thirds vote of the members present and eligible to vote..."