

# Episcopal Diocese of Northwestern Pennsylvania

## Resolutions submitted to the 112th Convention

### 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, 2023:

Less than two (2) years	\$42,834
Two to four (2 to 4) years	\$47,793
Four to Six (4 to 6) years	\$53,614
Six to Eight (6 to 8) years	\$57,117
Eight (8) years or more	\$60,619

The above figures represent an estimated five percent (5%) increase over the 2022 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; Juneteenth; 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.

## **Resolution PA-B**

**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. This is the second reading of the proposed amendment. If it is again approved by a concurrent vote of both orders, it will take effect at the end of this Convention.