

Episcopal Diocese of Northwestern Pennsylvania

Resolutions submitted to the 113th Convention

Resolution PA-A

Originator: Diocesan Council

Subject: 2024 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, 2024:

Less than two (2) years	\$44,846
Two to four (2 to 4) years	\$50,038
Four to Six (4 to 6) years	\$56,132
Six to Eight (6 to 8) years	\$59,800
Eight (8) years or more	\$63,466

The above figures represent an actual **3.2%** increase over the 2023 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 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: To Allow Election of a Bishop for Multiple Dioceses

Resolved, that the 2023 Convention of the Diocese of Northwestern Pennsylvania replace Title IV.4 *Of The Election of A Bishop* with the following:

Canon 4. Of The Election Of A Bishop

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 will initiate the search and transition process. The Standing Committee will have the option to initiate a search for a Bishop solely for Northwestern Pennsylvania using the Canon IV.4.B or to initiate a search for a Bishop to be ordained for the Diocese of Northwestern Pennsylvania and one or more other Dioceses using Canon IV.4C

Section B) Procedures for The Election of a Bishop solely for Northwestern Pennsylvania

- i. The Standing Committee shall appoint at least six persons to serve as the Search Committee. The persons appointed to this committee may be any Cleric in Good Standing or any Lay Person in Good Standing.
- ii. The Search Committee shall conduct all tasks necessary to select and nominate to the electing Convention one or more persons to be a Bishop in this Diocese.
- iii. The Standing Committee may also appoint a Transition Committee made up of Clerics in Good Standing and Lay Persons in Good Standing or the Standing Committee may delegate the tasks or appointment of a Transition Committee to the Search Committee.

Section C) Procedures for The Election of a Bishop for the Diocese of Northwestern Pennsylvania and one or more other Dioceses

- i. The Standing Committee will enter into a formal agreement with one or more other dioceses to conduct a Search process and Electing Convention. This agreement shall comply with the Constitution and Canons of the Episcopal Church, with the Constitution of this Diocese and with these Canons.
- ii. The Standing Committee of this Diocese shall appoint at least six persons from this Diocese to serve as part of a Joint Search Committee. The persons appointed to this committee may be any Cleric in Good Standing or any Lay Person in Good Standing. This Joint Search Committee shall be made up of an equal number of representatives from each participating diocese.
- iii. The Convention of this Diocese shall vote to affirm the Standing Committee's decision to elect a bishop with one or more other dioceses. If the Convention does not affirm the decision, the Standing Committee shall use Canon IV.4.B to initiate a search for a Bishop solely for the Diocese of Northwestern Pennsylvania. This vote by Convention may take place as part of a special convention held as a virtual meeting specifically for this purpose. This vote by Convention should occur as soon as convenient following the Standing Committee's decision, but must occur before the Search Committee publishes a profile for candidates for the next bishop.
- iv. A Joint Electing Convention will be held, with each Diocese running their own separate electing convention. These separate conventions may be held in the same space, or in

separate spaces in the same facility. Regardless, all votes will be held concurrently by all electing conventions.

v. When one diocese reaches a sufficient number of votes that would normally trigger the election of a bishop, unless all dioceses involved have also received sufficient votes to elect the same candidate, no election will be declared until either:

a. Three more ballots have been taken and there is still a sufficient number of votes on the last ballot to declare an election in one diocese or of different candidates in different dioceses. In that case, the candidate with sufficient votes is elected bishop of the diocese in which that candidate was elected and the other dioceses will continue with their own process, possibly electing other candidates or no candidate.

b. All dioceses involved in the joint election have voted such that one candidate is elected as bishop in all dioceses.

Section D) In addition to other procedures appropriately designed for the election process, the following Canons shall apply to the electing convention:

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.

Previous Canon IV.4

Canon 4. Of The Election Of A Bishop

1480 Section A) On the call by the Bishop Diocesan for the election of a successor, or of a
1481 Bishop Co-Adjutor or of a Bishop Suffragan or upon the death, resignation, or
1482 permanent disability of the Bishop Diocesan, the Standing Committee shall appoint nine
1483 persons to serve as a Search Committee and the Diocesan Council shall appoint nine
1484 persons to serve as a Transition Committee. The persons appointed to these committees
1485 may be any Cleric in Good Standing or any Lay Person in Good Standing.

1486 Section B) The Search Committee shall conduct all tasks necessary to select and
1487 nominate to the electing Convention one or more 30persons to be a Bishop in this
1488 Diocese.

1489 i. There will be no nominations permitted from the floor.

1490 ii. Additional persons may be nominated by written petition signed by at least three
1491 Clergy in Good Standing and ten adult Lay Persons in Good Standing. Such written
1492 petition must be submitted by a deadline established by the Search Committee.

1493 iii. All persons nominated must comply with, and be qualified for office by, the
1494 National Constitution and Canons, by the Constitution of this Diocese and by these
1495 Canons.

1496 Section C) The Transition Committee shall conduct all tasks necessary for the
1497 consecration, welcome, and transition to a new Bishop.

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Rationale

Background: While multiple dioceses are currently exploring arrangements to share bishops, these arrangements generally involve dioceses hiring a current bishop from another diocese and working together. We are aware of no dioceses, including Western New York or Northwestern Pennsylvania, that currently have processes in place to allow for the joint election of a new bishop for multiple jurisdictions.

Goals:

- Provide a process that would allow multiple dioceses to make a joint call to a priest to become bishop for more than one diocese through an election process with multiple candidates.
- Provide clarity around decision making in that process.
- Honor the discernment of individual dioceses and the joint process.
- Allow for opt-outs if dioceses realize during the process they do not want to issue the same call.
- Allow for space to be held during the election process for multiple dioceses to make the decision to elect the same bishop.

Basic Procedure for election under new canon:

1. Give the Standing Committee the clear option to form a joint Search Committee with another diocese(s) or to form a Search Committee solely for this diocese.
2. In either case, provide more flexibility for the appointment of the Search Committee and undertaking the tasks for the transition. The numbers required by current canon may prove difficult and the Diocesan Council need not be involved at this point.
3. New Canon IV.4.B provides the outline of procedures for a search for solely this diocese.
4. If the Standing Committee opts to form a joint Search Committee, then it follows procedures in a new Canon (IV.4.C) This canon includes provision for the following:
 - a. An opportunity for Diocesan Convention to affirm this decision. This step seems necessary for a successful call process.
 - b. Provisions for contemporaneous Conventions that are run separately but vote simultaneously.
 - c. A procedure to hold space for a final decision after a candidate secures the votes needed for election in one diocese. This space would allow each diocese to discern whether it is going to come together and make the same call or make another decision. This resolution holds space by requiring up to three additional ballots before an election is declared.