

Episcopal Diocese of Northwestern Pennsylvania Resolutions submitted to the 114th Convention

Resolution PA-A

Originator: Diocesan Council

Subject: 2025 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, 2025:
- Less than two (2) years \$46,057
- Two to four (2 to 4) years \$51,389
- Four to Six (4 to 6) years \$57,648
- Six to Eight (6 to 8) years \$61,415
- Eight (8) years or more \$65,180

The above figures represent a **2.7%** increase over the 2024 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: The NWPA Committee on Constitution and Canons

Subject: Resolution to Change Calculation of Clergy Quorum at Diocesan Convention

Be it resolved, Resolved, that Diocesan Convention replace Title III.1.A.ii and Title III.1.A.iii of the Diocesan Canons to read:

Title III.1.A.ii All Priests currently in active ministry and in Good Standing in the Diocese, along with all retired Priests in Good Standing in the Diocese who are in attendance at the Diocesan Convention, shall have seat, voice, and vote in the Clergy order at that Diocesan Convention.

Title III.1.A.iii All Deacons currently in active ministry and in Good Standing in the Diocese, along with all retired Deacons in Good Standing in the Diocese who are in attendance at the Diocesan Convention, shall have seat, voice, and vote in the Clergy order at that Diocesan Convention.

Previous Canon:

~~Title III.1.A.ii All Priests in Good Standing in the Diocese shall have seat, voice, and vote in the Clergy order at any Diocesan Convention.~~

~~Title III.1.A.iii All Deacons in Good Standing in the Diocese shall have seat, voice, and vote in the Clergy order at any Diocesan Convention.~~

Explanation: During the past few Diocesan Conventions, we have been in danger of not meeting the quorum requirements for clergy, in part because of the large proportion of retired clergy in our diocese, many of whom are unable to attend Diocesan Convention. To alleviate this, we have changed who gets counted as part of the quorum. This resolution would change the clergy who have seat, voice, and vote, and who would therefore be counted in a quorum, to all active clergy in Good Standing as well as any retired clergy who attend. Any retired clergy who come to Diocesan Convention would be full participants, but those who do not attend would no longer be counted in our quorum.

Resolution PA-C

Originator: The NWPA Committee on Constitution and Canons

Resolution to Amend the Constitution

To Allow the Calculation of Quorum at Diocesan Convention to be Determined by the Canons

Be it resolved, that Diocesan Convention approve the first reading to amend Article III.D.1 of the Diocesan Constitution to read:

1. **Quorum:** a quorum for the transaction of business shall be prescribed by the canon.

Previous Text:

~~1. **Quorum:** A quorum for the transaction of business shall consist of one third of the clergy entitled to vote and at least one lay delegate from each of one third of the congregations in union with convention. In the absence of a quorum a majority of those present may adjourn the convention from time to time.~~

Explanation: During the past few Diocesan Conventions, we have been in danger of not meeting the quorum requirements for clergy, in part because of the large proportion of retired clergy in our diocese, many of whom are unable to attend Diocesan Convention. This change to the Constitution would allow us, after a second reading of this amendment at the next Diocesan Convention, to change the requirements for a quorum via our Canons which require only one Diocesan Convention to amend.