

Section C

Action Items

ACTION ITEMS

Committee on Constitution and Canons Proposed Amendments in the Constitution and Canons For the Consideration of Diocesan Convention, November 4 – 5, 2016

Canon XV Revision

The Committee on Constitution and Canons moves that Canon XV “Of Parishes,” Section 3 be amended as follows (new text is underscored):

Section 3. No Parish, incorporated or unincorporated, shall acquire, or commit itself to acquire, by purchase, exchange, or otherwise, any real estate without the consent, which will not be unreasonably withheld, of the Board of Trustees of the Episcopal Diocese of Pittsburgh nor shall any such Parish, incorporated or unincorporated, alienate or encumber any real estate held by it or for its use without the consent, which will not be unreasonably withheld of the Board of Trustees of the Episcopal Diocese of Pittsburgh, and without the written consent of the Bishop and the Standing Committee. In case any Parish, Church Association, or Corporation shall be dissolved, it shall be the duty of the Bishop and the Standing Committee, thereupon to take such action as may be necessary and proper to vest all of its property, real and personal, in the said Board of Trustees for the Diocese of Pittsburgh.

Explanation: The addition of this language to Canon XV, Section 3 is needed to bring the Diocesan Canon into conformity with Episcopal Church Canon I.7.3, which provides as follows:

Sec. 3. No Vestry, Trustee, or other Body, authorized by Civil or Canon law to hold, manage, or administer real property for any Parish, Mission, Congregation, or Institution, shall encumber or alienate the same or any part thereof without the written consent of the Bishop and Standing Committee of the Diocese of which the Parish, Mission, Congregation, or Institution is a part, except under such regulations as may be prescribed by Canon of the Diocese.

This Church Canon requires either the written consent of the Bishop and the Standing Committee or compliance with a set of regulations adopted by diocesan canons before a parish may alienate or encumber any real estate held by it or for its use. Adding the language that is underscored in the proposed amendment to Canon XV, Section 3 set forth above is the simplest way to bring the Diocesan Canon into conformity with the Canons of The Episcopal Church. When printed in the Diocesan Canons, the additional new text will not be underscored.

Rule of Order B.3.a. Revision

The Committee on Constitution and Canons moves that Rule of Order B.3.a. be amended as follows (text to be deleted is stricken through):

Parishes and district commissions shall be encouraged to and provided opportunity for recommending to the Nominating Committee persons who are deemed to have

appropriate qualifications for the posts to be filled. Deadline for these recommendations shall be each July 1. This deadline may be extended within a reasonable timeframe if deemed necessary by the Chair of the Nominating Committee. At least two months prior to the sitting of the Convention in which an election is to be held, the Nominating Committee, to be constituted as hereinafter provided, shall nominate at least one candidate, for each office to be filled by the Convention by election; provided, however, ~~that in accordance with Canon IV, Section 2, there shall be at least two nominees for each office of Trustee At Large, and provided, further,~~ that in accordance with subsection A.4. of these Rules of Order, Diocesan Council shall nominate a person to serve as Secretary of the Convention. The list of such nominations shall be published, including biographical data on each nominee, in an appropriate organ of Diocesan-wide circulation and distributed to each member of the Clergy, the Deputy Leader and the Senior Warden of each Parish at least one month before sitting of the Convention in which the election is to be held. Except as otherwise provided in the Constitution and Canons, any candidate nominated must be a Communicant in good standing of the Episcopal Church in the Diocese of Pittsburgh.

Explanation: The deletion of the language stricken through above from Rule of Order B.3.a. is necessary in order to eliminate the inconsistency between this Rule of Order and the actual provisions of Canon IV.2, which only requires that the Nominating Committee “present nominations of one or more” candidates for Trustee-At-Large.

Committee on Compensation

The Compensation Committee moves adoption of the “**2017 Compensation Guide for Clergy and Lay Employees**” which was to be reviewed by Diocesan Council on October 11, 2016, and forwarded to the Annual Convention. This year’s Guide makes minor changes to last year’s edition, as presented below. The complete guide is available as an Appendix to this Preconvention Journal.

The portion of the guide previously known as “Appendix D – 2016 Policies Related to Participation in the Denominational Health Plan,” has been removed from this document and is now a separate Diocesan document entitled “2017 Policies for Clergy and Lay Participation in the Denominational Health Plan of the Episcopal Church.” This document is reviewed and approved by Diocesan Council at its October meeting in order to be available during the open enrollment period, which is prior to the Annual Diocesan Convention.

It should be noted that no increase to the absolute minimum compensation levels is being recommended this year based on the size of last year’s increase and our analysis of current conditions. Changes that have been made to the 2017 Compensation Guide are as follows:

- 1) Amending as necessary to point out that the provisions for medical/dental insurance are now found in the separate document as described above.
- 2) Modifying the definition of Type 3 parishes to include the possibility of having a part-time clergy person rather than requiring a full-time clergy person.
- 3) Adding the Church of the Advent, Brookline, to the list of Type 1 parishes to reflect the congregation’s recent return to the Episcopal Diocese of Pittsburgh.

- 4) Clarifying that full-time Assistant or Associates are to be subject to the minimum compensation requirement for Type 2 parishes, and part-time Assistants or Associates compensated at the appropriate percentage of the Type 2 minimum.
- 5) Correcting the table setting out the absolute minimum compensation amounts by parish type in two respects: full-time associates have been deleted from Type 1 and Type 2 parishes as being inconsistent with the definition of Type 1 and Type 2 parishes; and the policies for occasional supply have been made fully consistent with the requirements for clergy in supply appointments, single-event or short-term.
- 6) Updating the table setting target ranges for clergy compensation by parish type (which are suggested but not required) by adding 2% to each range above the 0 to 4 year absolute minimum, in accordance with current market data.

RESOLUTIONS

Resolution 1.

Resolution Concerning the 250th Anniversary of the Widows Corporation.

RESOLVED, that this 151st Convention of the Diocese of Pittsburgh salute, commend, and rejoice in the extraordinary ministry of The Widows Corporations throughout the dioceses in New Jersey, New York, and Pennsylvania as they prepare to celebrate the 250th Anniversary of their founding in 1769; and be it further

RESOLVED, that this Convention submit the following Resolution to the House of Deputies of the 79th General Convention of the Episcopal Church in 2018:

RESOLVED, the House of Bishops concurring, that this 79th General Convention extend its warmest congratulations to The Corporation for the Relief of the Widows and Children of Clergy in the Communion of the Church of England in America and its successors, now commonly known as The Widows Corporations of New Jersey, New York, and Pennsylvania, upon the 250th Anniversary of its founding in 1769, as well as to those similar Corporations that were established subsequently; and be it further

RESOLVED, that this Convention recognize the extraordinary ministry not only to the widows, but also to the families of clergy carried out by The Widows Corporations for these two and one-half centuries of service; and be it further

RESOLVED, that this Convention declare the months from October 2018 through October 2019 as a period of special focus on the needs of families of clergy throughout The Episcopal Church; and be it further

RESOLVED, that this Convention encourage every diocese of The Episcopal Church to seek to define the particular needs of the families of their clergy and to develop ways to address those needs, looking to the models developed by the various iterations of The Widows Corporation where they already exist for ideas and assistance in implementing such programs as may be helpful in addressing those needs.

Explanation:

The Widows Corporation was founded in 1769 to respond to the needs of widows and children of Anglican clergy who sometimes found themselves destitute in an age before the Church Pension Fund, Social Security, Medicare, and social service agencies. The agency took various forms in the colonies. In Pennsylvania an extensive life insurance program evolved, with wide participation now in all dioceses of the Commonwealth. A grant program for widows followed, and in recent years a Wellness program of grants to the dioceses to meet health-related needs. In New York and New Jersey the focus has been on annuities paid to all widows of enrolled clergy.

Although the Church Pension Fund and social welfare agencies now provide the fundamental support, clergy families today do experience difficulties not addressed by such agencies. The several Widows Corporations now serve nearly 2,000 Episcopal clergy and their families and widows in the states of New York, New Jersey, and Pennsylvania. Similar organizations are found in a few other parts of the Church as well. This resolution seeks to recognize the good work that has been done so far, and, building on this base, to encourage a Church-wide effort to explore the particular needs of clergy families, and to respond with effective help in new ways.

Originator:

The Rev. Canon Dr. William J. Geisler, St. Peter's, Brentwood

Second Sponsor:

The Very Rev. Scott T. Quinn, Trinity Cathedral, Pittsburgh