

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 7 and 8, 2014

Article VI Amendment (Second Reading)

The Committee on Constitution and Canons moves to amend Article VI of the Constitution of the Episcopal Diocese of Pittsburgh. This is the second reading and requires passage by the 2014 Annual Convention without any changes to complete the amending process.

Proposed Wording:

Article VI

Secretary of the Convention

At each Annual Convention a Secretary shall be chosen, who shall continue in office until a successor is appointed. The duties of the Secretary shall be to take the minutes of the proceedings, and when approved to see that they are entered in the permanent records of the diocese; to ensure that copies of the minutes and other records are deposited in the diocesan archives; and to attest the public acts of the body; and faithfully to deliver into the hands of successors all books and papers belonging to the Convention in his or her possession.

Current wording:

At each Annual Convention a Secretary shall be chosen, who shall continue in office until a successor is appointed. The duties of the Secretary shall be to take the minutes of the proceedings, and when approved to enter them in a proper book; to preserve the Journal and Records; and to attest the public acts of the body; and faithfully to deliver into the hands of successors all books and papers belonging to the Convention in his or her possession.

Rationale:

The duties of the Secretary as described in Article VI have remained unchanged in the Diocesan Constitution since the first constitution was adopted by the diocese in 1865. At that time the diocese did not have an office, an archives, or an administrative staff. The secretary was literally expected to keep the records of the diocese and pass them on when a new secretary was appointed. The development of the diocesan archives as a secure place to preserve the official records of the diocese changes the place where records should be stored. This amendment leaves responsibility for creating a permanent record of the actions of the diocesan convention in the hands of the secretary but charges the secretary to preserve these records by seeing that they are placed in the archives.

Article IX Section 4 Amendment (Second Reading)

The Committee on Constitution and Canons moves to amend Article IX Section 4 of the Constitution of the Episcopal Diocese of Pittsburgh. This is a second reading and requires passage by the 2014 Annual Convention without any changes to complete the amending process.

Proposed Wording:

Article IX

Standing Committee

Section 4. The Committee, at their first meeting, shall choose a President from among the members, either Clerical or Lay, and a Secretary, either Clerical or Lay. The Secretary shall keep a record of the proceedings of the Committee, and all books and papers in their hands relative to the Church shall be subject to the examination of the Bishop and of the Convention.

Current Wording:

Section 4. *The Committee, at their first meeting, shall choose a President from among the Clerical members, and a Secretary, either Clerical or Lay. The Secretary shall keep a record of the proceedings of the Committee, and all books and papers in their hands relative to the Church shall be subject to the examination of the Bishop and of the Convention*

Rationale:

As the Constitution and Canons of the Episcopal Church allow, in many other dioceses the President of the Standing Committee may be either Clergy or Lay. The present Article IX mandates in section 4 that the President of the Standing Committee of the Diocese of Pittsburgh be a member of the Clergy. This proposed amendment to Article IX will allow future Standing Committees the flexibility to elect either a member of the Clergy or Lay orders to be President. Because this requires an amendment to Article IX of the Constitution of the Diocese, the proposed revision requires passage at two successive annual conventions.

Canon VIII Revision

The Committee on Constitution and Canons moves to amend Canon VIII.

Proposed Wording:

Appointments, Committees and Program Units

Section 1. The Bishop, with the consent of the Diocesan Council, shall have authority to appoint from time to time such individuals, committees and program units, by whatever name called, as the Bishop shall deem necessary or advisable to carry on the work of the Church in this Diocese.

Section 2. The Bishop shall annually appoint a Recorder of Ordinations who shall assist the Bishop by keeping the official lists of those clergy canonically resident in the diocese or licensed in the diocese and also at the direction of the Bishop shall prepare and send notifications to all required parties when the status of an ordained person changes.

Current Wording:

Committees and Program Units

The Bishop, with the consent of the Diocesan Council, shall have authority to appoint from time to time such committees and program units, by whatever name called, as the Bishop shall deem necessary or advisable to carry on the work of the Church in this Diocese.

Rationale:

The bishop is required by the Church Pension Fund to appoint someone to serve as Recorder of Ordinations for the diocese. The diocesan canons make several references to duties of the Recorder of Ordinations, but never defined the office. The proposed addition to Canon VIII provides this definition. The Canon was also amended to allow the appointment of individuals to a specific task.

Rules of Order Amendment to Section B

The Committee on Constitution and Canons moves to amend Section B, item 3.a of the Rules of Order.

Proposed wording:**Rules of Order****B. General Rules****3. Nominations**

a. 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 the 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.

Current Wording:**3. Nominations**

a. Parishes and district commissions shall be encouraged to and provided opportunity for recommending to the Nominating Committee persons who are deemed to have exceptional qualifications for the posts to be filled. Deadline for these recommendations shall be June 15th each year. At least three 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 the 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.

Rationale:

For many years, nominations for various diocesan offices, given and received by the Nominating Committee, have been submitted to the Nominating Committee after the specified dates for submission under the Rules of Order. The Nominating Committee has found itself with no specific authority to extend those dates. The dates are set to allow the diocesan staff time to publish the many materials, including nominations, for the Diocesan Convention. This change to the Rules of Order would allow more time for the Nominating Committee to collect appropriate nominations for diocesan posts within an acceptable timeframe.

Committee on Compensation

The Compensation Committee moves adoption of the “**2015 Compensation Guide for Clergy and Lay Employees,**” which incorporates changes as outlined below, which were approved by Diocesan Council on October 6, 2014. The complete guide is available as an Appendix to this Preconvention Journal.

1.) Amended description of Parish “Types” found on page 11 of the Compensation Guide.

The objective of this amendment is to provide a clearer rationale for the placement of a parish in a “Type” category.

2.) Amended Appendix A – Register of Parish Types and Ministry Situations, found on page 14 of the Compensation Guide.

Revisions to this chart indicate parishes added or removed from active participation in the diocese in the past year and any substantive changes in congregational or ministry profiles.

3.) Amended Appendix B – Clergy Compensation Minimum and Recommended Guidelines, found on pages 15 and 16 of the Compensation Guide.

Minimums and target ranges in Type 1 and Type 2 categories are increased by 4 percent over 2014 levels. Minimums and target ranges in Types 3, 4, and 5 categories are increased by 2.5 percent over 2014 levels. (Numbers have been rounded up to the next \$25.) There is an increase in the minimum Occasional Supply rate for one Sunday service, though the minimums for two services and for midweek services are unchanged.

4.) Amended Appendix D – Policies Related to Participation in the Denominational Health Plan, found on page 19 of the Compensation Guide.

New language in paragraph six is necessary here because the diocesan menu of health care offerings for 2015 includes higher premium cost and lower premium cost options. While the employee will continue to have the option to enroll in higher cost plan options, the minimum obligation of the parish or other employer is established by the cost of the lowest non-Medicare offering.

With new language in italics, paragraph six now reads:

Insurance Premium Mandatory Minimum Benefit: As a matter of diocesan Minimum Standard, all Clergy and Lay Employees scheduled to work 1,500 hours per year or more shall be provided by the parish or other employing organization full premium coverage for individual benefits, single coverage, without required Employee Contribution, *at the level of the least-expensive non-Medicare option provided in the approved diocesan menu*, in one of the programs designated by the diocese and selected from that menu by the Clergy Person or Lay Employee.

RESOLUTIONS

Resolution 1.

Resolution Concerning Episcopal Relief & Development

Be it resolved, that the 149th Annual Convention of the Episcopal Diocese of Pittsburgh expresses its appreciation for the work of Episcopal Relief & Development for its 75 years of healing a hurting world through its programs of alleviating hunger and improving the food supply, creating economic opportunities and strengthening communities, promoting health and fighting disease, and responding to disasters and rebuilding communities; and be it

Further resolved, that parishes of the diocese be encouraged to make their members aware of the work of Episcopal Relief & Development throughout the year; and be it

Further resolved, that parishes of the diocese be encouraged to promote contributions to the work of Episcopal Relief & Development throughout the year and in response to the need for funds for relief of suffering resulting from particular disasters; and be it

Further resolved, that parishes of the diocese be encouraged to set aside one Sunday during the year as Episcopal Relief & Development Sunday for collection of funds for the overall work of Episcopal Relief & Development.

Explanation:

Episcopal Relief & Development, which traces its history to the Presiding Bishop's Fund for World Relief in 1940, has begun its celebration of 75 years of relieving suffering in the world and helping to build better communities. Although many think of this Episcopal agency as working only in foreign lands, Episcopal Relief & Development also provides relief for domestic emergencies – helping to rebuild in New Orleans after Hurricane Katrina and providing funds for flood recovery for Coal Country Hangout Youth Center in our own diocese, for example. Episcopal Relief & Development is also providing disaster preparedness training in our dioceses. Contributions to Episcopal Relief & Development are an effective form of outreach, both within the United States and elsewhere.

Sponsor: Diane Duntley, Diocesan Coordinator for Episcopal Relief & Development

Resolution 2.

Resolution in Recognition of Volunteers

Whereas this diocese has been enriched by the gifts of time and talent offered by our many volunteers; and

Whereas the office has benefitted from the willingness of volunteers to review documents; file; collate; stamp and stuff mailings; compile data; work with our database; draft letters; answer phones and make calls, and do other office tasks as requested; and

Whereas the work of the diocese depends on the many hours donated by those who serve on diocesan committees, commissions, and task forces; and

Whereas this annual convention has depended on volunteers to feed, entertain, register, guide visitors, count ballots, and lead our worship; be it therefore

Resolved that the Episcopal Diocese of Pittsburgh gratefully acknowledges the many hours of unpaid service offered so willingly and with such good spirit and hereby requests that all those here present who have provided volunteer service for the diocese since our last convention stand and receive the thanks of the convention.

Resolution 3.

Resolution of Thanks to Trinity Cathedral

Whereas Trinity Cathedral and its staff and members have graciously undertaken the many tasks associated with hosting the 2014 Annual Convention of The Episcopal Diocese of Pittsburgh; and

Whereas this convention has been the recipient of the Cathedral's hospitality on both the night of November 7 and the day of November 8, 2014; and

Whereas we have been escorted and directed, and generally welcomed with smiles and helping hands, be it therefore

Resolved that the officers, delegates, bishop, and visitors participating in this convention tender Trinity Cathedral our sincere thanks for the many ways large and small that the people of Cathedral have worked to smooth the course of events and provide us with a welcoming site for our convention.