

**GENERAL CONVENTION OF THE EPISCOPAL CHURCH 2009
ARCHIVES' RESEARCH REPORT**

RESOLUTION NO.: 2009-A177
TITLE: Denominational Health Plan
PROPOSER: Board of Trustees for the Church Pension Fund
COMMITTEE: Church Pension Fund

Directly Related: (attached)

2006-A147 Study the Costs and Issues of Healthcare Benefits for All Clergy
1994-D071 Accept Church Pension Group's Response on Lay Employee Benefits
1991-A137 Provide Certain Lay Employees With Health and Life Insurance Benefits

Indirectly Related:

1997-C024 Request the Medical Trust to Cover Domestic Partnerships in Health Plans
1994-A057 Adopt Church Principles on Access to Health Care
1994-D046 On the Topic of Church Insurance Coverage (Rejected)

In preparing this report, the Archives researched the resolutions of General Convention for the period 1976 through 2006, selecting "direct" resolutions that have a substantive bearing on the proposed legislation. Committee members who are interested in obtaining copies of "indirectly related" resolutions, legislative history before 1976, or who require other research assistance should contact the Archives at 800-525-9329 before Convention or at Convention in the General Convention Secretariat.



Resolution Number: 2006-A147
Title: Study the Costs and Issues of Healthcare Benefits for All Clergy
Legislative Action Taken: Concurred
Final Text:

Resolved, That the 75th General Convention endorse the Church Pension Group's proposal to conduct a church-wide study of the costs and issues surrounding the provision of healthcare benefits to all clergy and lay employees serving churches, dioceses and other church institutions and to report their findings to the 76th General Convention; and be it further

Resolved, That all dioceses, parishes and other church institutions are urged to cooperate with the conduct of this study by responding to requests for data regarding employee census and healthcare costs; and be it further

Resolved, That this study will include an analysis of the potential for a mandated denominational healthcare benefits program and other viable alternatives, culminating in a recommended solution and an actionable implementation plan.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Columbus, 2006* (New York: General Convention, 2007), p. 574.



Resolution Number: 1994-D071
Title: Accept Church Pension Group's Response on Lay Employee Benefits
Legislative Action Taken: Concurred As Submitted
Final Text:

Resolved, the House of Bishops concurring, That the Church Pension Group's response to Resolution A137s of the 70th General Convention concerning the implementation of comprehensive lay employee benefits, be accepted with gratitude as an instrument for providing lay employee benefits in health and life insurance.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Indianapolis, 1994* (New York: General Convention, 1995), p. 294.



Resolution Number: 1991-A137
Title: Provide Certain Lay Employees With Health and Life Insurance Benefits
Legislative Action Taken: Concurred As Substituted and Amended
Final Text:

Resolved, the House of Bishops concurring, **That all parishes, missions, and other ecclesiastical organizations or bodies subject to the authority of this Church, and any other societies, organizations, or bodies in the Church which under the regulations of the Church Pension Fund have elected or shall elect to come into the pension system, be encouraged to provide for all lay employees who work a minimum of 1,000 hours annually health and life insurance benefits that are comparable to those provided to active clergy in the jurisdiction; and be it further**

Resolved, **That all dioceses be encouraged to allow employees of parishes and other units under ecclesiastical authority to participate in diocesan health and life insurance benefit programs; and be it further**

Resolved, **That the Church Pension Fund and its subsidiaries be requested to conduct a study and make recommendations to the 71st General Convention concerning the implementation of a comprehensive employee benefits program for lay church employees.**

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Phoenix, 1991* (New York: General Convention, 1992), p. 402.

TOPIC/TITLE: Canons: Denominational Health Plan
 PROPOSER: Board of Trustees for the Church Pension Fund
 C&C PAGE: 40
 BB PAGE: 741

1 *Resolved*, the House of _____ concurring, That this church establish The Denominational
 2 Health Plan of this church for all domestic dioceses, parishes, missions, and other ecclesiastical
 3 organizations or bodies subject to the authority of this church, for clergy and lay employees who
 4 are scheduled to work a minimum of 1,500 hours annually, in accordance with the following
 5 principles:

- 6 1. The Denominational Health Plan shall be designed and administered by the Trustees
 7 and officers of The Church Pension Fund, following best industry practices for
 8 comparable plans;
- 9 2. The Denominational Health Plan shall provide that, subject to the rules of the plan
 10 administrator, each diocese has the right to make decisions as to plan design options
 11 offered by the plan administrator, minimum cost-sharing guidelines for parity
 12 between clergy and lay employees, domestic partner benefits in accordance with
 13 General Convention Resolution 1997-C024 and the participation of schools, day care
 14 facilities and other diocesan institutions (that is, other than the diocese itself and its
 15 parishes and missions) in The Denominational Health Plan;
- 16 3. The Denominational Health Plan shall provide benefits that are comparable in
 17 coverage to those benefits currently provided by the domestic dioceses and parishes
 18 of this church;
- 19 4. The Denominational Health Plan shall provide equal access to health care benefits for
 20 eligible clergy and eligible lay employees;
- 21 5. The Denominational Health Plan shall provide benefits through The Episcopal Church
 22 Medical Trust, which shall be the sole plan sponsor for such benefits and continue to
 23 be operated on a financially sound basis;
- 24 6. The Denominational Health Plan shall have a church-wide advisory committee that is
 25 representative of the broader church and appointed by The Church Pension Fund, and
 26 such church-wide advisory committee shall receive an annual report about the status
 27 of The Denominational Health Plan;
- 28 7. For purposes of this Resolution, the term "domestic" shall mean ecclesiastical
 29 organizations and bodies located in the United States, including the Dioceses of
 30 Puerto Rico and Virgin Islands;
- 31 8. The Church Pension Fund shall continue to work with the Dioceses of Colombia,
 32 Convocation of American Churches in Europe, Dominican Republic, Ecuador
 33 Central, Ecuador Litoral, Haiti, Honduras, Micronesia, Taiwan and Venezuela to
 34 make recommendations with respect to the provision and funding of healthcare
 35 benefits of such dioceses under The Denominational Health Plan; and
- 36 9. The implementation of The Denominational Health Plan shall be completed as soon as
 37 practicable, but in no event later than by the end of 2012; and be it further
 38

1 *Resolved*, That Canon I.8 shall be amended as follows:

2 **Sec. 1.** The Church Pension Fund, a corporation created by Chapter 97 of the Laws of
3 1914 of the State of New York as subsequently amended, is hereby authorized to
4 establish and administer the clergy pension system, including life, accident and health
5 benefits, of this Church, substantially in accordance with the principles adopted by the
6 General Convention of 1913 and approved thereafter by the several Dioceses, with the
7 view to providing pensions and related benefits for the Clergy who reach normal age of
8 retirement, for the Clergy disabled by age or infirmity, and for the surviving spouses and
9 minor children of deceased Clergy. *The Church Pension Fund is also authorized to*
10 *establish and administer the denominational health plan of this Church, substantially in*
11 *accordance with the principles adopted by the General Convention of 2009, with the view*
12 *to providing health care and related benefits for the eligible Clergy and eligible lay*
13 *employees of this Church, as well as their eligible dependents.*

14
15 **Sec. 3.** For the purpose of administering the pension system, The Church Pension Fund
16 shall be entitled to receive and to use all net royalties from publications authorized by the
17 General Convention, and to levy upon and to collect from all Parishes, Missions, and
18 other ecclesiastical organizations or bodies subject to the authority of this Church, and
19 any other societies, organizations, or bodies in the Church which under the regulations of
20 The Church Pension Fund shall elect to come into the pension system, assessments based
21 upon the salaries and other compensation paid to Clergy by such Parishes, Missions, and
22 other ecclesiastical organizations or bodies for services rendered currently or in the past,
23 prior to their becoming beneficiaries of the Fund. *For the purpose of administering the*
24 *denominational health plan, The Church Pension Fund shall determine the eligibility of*
25 *all Clergy and lay employees to participate in the denominational health plan through a*
26 *formal benefits enrollment process, and The Church Pension Fund shall be entitled to*
27 *levy upon and collect contributions for health care and related benefits under the*
28 *denominational health plan from all Parishes, Missions, and other ecclesiastical*
29 *organizations or bodies subject to the authority of this Church with respect to their*
30 *Clergy and lay employees.*