

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

RESOLUTION NO.: 2009-D053
TITLE: Strengthening Lay Employee CREDO as a Church Pension Plan Benefit
PROPOSER: Mr. G. Herb Gunn
COMMITTEE: Church Pension Fund

Directly Related: (attached)

2000-A071 Endorse, Support, and Fund the CREDO Project
1997-B018 Recommend Parity Between Clergy and Lay Employees

Indirectly Related:

2006-D033 Commend and Address Episcopal Clergy Wellness Report

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: 2000-A071
Title: Endorse, Support, and Fund the CREDO Project
Legislative Action Taken: Concurred as Amended
Final Text:

Resolved, That the 73rd General Convention of the Episcopal Church, first, affirm the Church Pension Group's initiative in developing the CREDO Project and encourage the Church Pension Group to proceed with this initiative; second, urge the General Convention to commit \$30,000 annually for each of the next three years to provide scholarships and to assist with the cost of child or other dependent care, supply clergy, and other financial needs which might prevent clergy from taking advantage of the CREDO opportunity; and third, urge all church groups committed to clergy development and wellness to respond positively to the Church Pension Group's invitation to assist in the development of an approach to the governance and administration of this initiative; and be it further Resolved, That there be a report to the 74th General Convention on the status and impact of the CREDO Project.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Denver, 2000* (New York: General Convention, 2001), p. 582f.



Resolution Number: 1997-B018
Title: Recommend Parity Between Clergy and Lay Employees
Legislative Action Taken: Concurred as Substituted and Amended
Final Text:

Resolved, That the Episcopal Church recommend parity between clergy and lay employees serving in equivalent positions with regard to salary, pension, insurance and benefits, including medical and professional development as described by the Equal Employment Opportunities Commission of the United States Department of Labor; and be it further

Resolved, That all dioceses, churches, and institutions of the Episcopal Church be urged to make and implement this recommendation for all such employees; and be it further

Resolved, That compensation and benefits for non-professional contract and temporary employees accord with United States fair labor policies.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Philadelphia, 1997* (New York: General Convention, 1998), p. 765.

TOPIC/TITLE: Lay Ministry: Strengthening Lay Employee CREDO as a Church Pension Plan Benefit

PROPOSER: Mr. G. Herb Gunn

C&C PAGE:

BB PAGE:

1 Resolved, the House of _____ concurring, That the 76th General Convention affirm the
2 Church Pension Group for its abiding vision and support of CREDO as a wellness benefit
3 of the pension plans for clergy and lay employees of The Episcopal Church; and be it
4 further

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6 Resolved, That the 76th General Convention recognize that during the past 12 years,
7 CREDO eight-day conferences have instilled and encouraged the commitment to
8 wellness in the workplace, home, and church in 4,500 clergy, 120 bishops, and nearly
9 300 lay employees; and be it further

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11 Resolved, That the 76th General Convention encourage the Church Pension Group to
12 expand its support for Lay Employee CREDO so that all God's ministers are better able
13 to understand their work as a vocational call, to more deeply embrace their lives as a
14 faithful response to that call, and to work and live in the embrace of God's care and deep
15 desire for human wellness; and be it further

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17 Resolved, That employers and supervisors of lay employees of the Episcopal Church
18 encourage and support the participation of lay employees who are invited to participate in
19 a CREDO eight-day conference as an extension and deepening of their professional lives
20 and consider the time away as work time rather than vacation days.

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EXPLANATION:

CREDO conferences are a well-established and effective resource for enhancing the health and well being of the lay employees, deacons, priests, and bishops of the Episcopal Church. While thousands of ordained persons have participated in various CREDO conferences for clergy, in only the third full year of eight-day conferences, Lay Employee CREDO has reached a fraction of the active lay employees of the Church

Endorser(s): Mrs. Beth P. Matthews, The Rev. Canon Scott B. Hayashi

Sponsor(s): Smith III, Mr. Newland F. Ball, Ms. Ann A.

Pension Fund eligible to attend CREDO conferences. The lives and ministries of lay employees will be significantly rejuvenated by their participation in the Lay Employee CREDO conferences, and, as a result, the whole Church will be strengthened and re-created.

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