

**GENERAL CONVENTION OF THE EPISCOPAL CHURCH 2018
ARCHIVES' RESEARCH REPORT**

RESOLUTION NO.: 2018-A237
TITLE: Investigation of Pension Parity Resolution
PROPOSER: 04 - Governance and Structure
TOPIC: Justice

Directly Related: (Attached)

2015-A177 Revise Benefits for Alternative Forms of Ministry Service
2015-A181 Study Costs of Pension Benefits in Foreign Dioceses
2009-A169 Gather Statistics About Episcopal Elections and Clergy Compensation
2006-D048 Establish Equitable Benefits for Small Church Workers
1997-B018 Recommend Parity Between Clergy and Lay Employees
1994-B011 Urge Church Pension Group to Review Lay Employee Pension Plan

Indirectly Related: (Available in the [Acts of Convention](#) database, searchable by resolution number)

2009-A138 Amend Canons I.8.1 and I.8.3 to Establish a Mandatory Lay Employee Pension System
1991-D066 Support a Policy of Pay Equity in the Church and Society

In preparing this report, the Archives researched the resolutions in the Acts of Convention database for the period 1976 through 2015, selecting “direct” resolutions that have a substantive bearing on the proposed legislation. The “direct” resolutions are attached and “indirect” resolutions are available in the Acts of Convention database. Committee members who require other research assistance should contact the Archives at 800-525-9329 before Convention or at Convention in the General Convention Secretariat.

A237 Investigation of Pension Parity Resolution

Proposer	04 - Governance and Structure
Endorsed by	
Sponsored by	
Page numbers	Blue Book: p. N/A; Constitution & Canons: p. N/A
HiA / Leg. Cttee	HD / 04 - Governance and Structure
Current Status	Resolution Filed
Version	Original (as filed)
Review Status	Passed review

RESOLUTION TEXT

- 1 *Resolved*, the House of _____ concurring, That the 79th General Convention urge the Church Pension Fund to report on the current state of parity between the pensions of lay and ordained Church employees, domestic and non-domestic Church employees and Church employees of disparate incomes, with a particular focus on how those income disparities are manifested across gender and racial or ethnic lines, understanding that lower compensation directly affects pension benefits; and be it further
- 2 *Resolved*, That the Church Pension Fund consider supplemental models for the pension system that would benefit lay and clergy employees while the Church works toward true parity in wages and employment practices; and be it further
- 3 *Resolved*, That the Church Pension Fund is invited to present its findings to the 80th General Convention.

EXPLANATION

No explanation.



Resolution Number: 2015-A181
Title: Study Costs of Pension Benefits in Foreign Dioceses
Legislative Action Taken: Concurred as Amended
Final Text:

Resolved, That the 78th General Convention instruct the Church Pension Group to conduct a study of compensation and costs and fees for all employee benefits, e.g., retirement, health care, short-term and long-term disability, etc. for clergy and lay employees in the dioceses of Province IX, the Diocese of Haiti, The Episcopal Church in Cuba, and Covenant Partners, to provide to the CPF Trustees information and guidance on alternative programs and strategies, such as employee contribution plans, that will improve clergy and lay pension plans in these areas, to discuss their findings with diocesan leaders, and to report their findings back to the 79th General Convention. The purpose of this study would be to provide appropriate information and costs about employee benefit coverages to diocesan leaders, and to provide the Church information on the current state of employee benefits in those areas.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Salt Lake City, 2015* (New York: General Convention, 2015), pp. 857-858.



Resolution Number: 2015-A177
Title: Revise Benefits for Alternative Forms of Ministry Service
Legislative Action Taken: Concurred as Amended
Final Text:

Resolved, That the 78th General Convention directs the Church Pension Fund to continue to work actively toward revision in how benefits may possibly be determined, in order to be responsive to the changing nature of church leadership, in order to serve the leadership of this renewed church God is calling us to be. Particularly, alternatives are sought for bi-vocational, non-stipendiary, interrupted continuity of service, and those serving in interim ministries.

Resolved, That the Church Pension Fund report their findings to the Executive Council in the next triennium.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Salt Lake City, 2015* (New York: General Convention, 2015), p. 908.



Resolution Number: 2009-A169
Title: Gather Statistics About Episcopal Elections and Clergy Compensation
Legislative Action Taken: Concurred as Amended
Final Text:

Resolved, That the 76th General Convention of The Episcopal Church directs the Office of Pastoral Development to maintain annual statistics about numbers of women and men in elections to the episcopate and to report them annually to the Church; and be it further Resolved, That the Convention directs the Office for Transition Ministry in consultation with the Church Pension Fund, diocese and other appropriate agencies to gather data annually about 1) clergy compensation by gender, and 2) numbers of all male and female clergy, and to broadly disseminate the report by electronic and other means on an annual basis.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Anaheim, 2009* (New York: General Convention, 2009), pp. 798-799.



Resolution Number: 2006-D048
Title: Establish Equitable Benefits for Small Church Workers
Legislative Action Taken: Concurred as Amended
Final Text:

Resolved, That the Convention request that the CPF investigate the formula for awarding credited years of service for the Church Pension Fund participants receiving part-time compensation.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Columbus, 2006* (New York: General Convention, 2007), p. 345.



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.



Resolution Number: 1994-B011
Title: Urge Church Pension Group to Review Lay Employee Pension Plan
Legislative Action Taken: Concurred As Substituted and Amended
Final Text:

Resolved, That the General Convention of 1994 strongly urge the Church Pension Group to continue to review the pension plan for lay employees with the intention to address potential inequities between clergy and lay benefits where they may exist.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Indianapolis, 1994* (New York: General Convention, 1995), p. 316.