

Episcopal Diocese of Bethlehem
2021 Diocesan Convention
Resolutions

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Resolution 1 – 2022 Clergy Salary Schedule

I. TYPE OF RESOLUTION:

Annual submission of clergy cash stipends to Diocesan Convention

II. TITLE & AUTHOR OF RESOLUTION:

2022 Clergy Salary Schedule

Finance Committee

III. RESOLUTION:

Be it resolved that this convention recommends a minimum 2.6% cost of living increase for clergy and that the salary scale for clergy with consideration be made for additional merit increases as performance and resources allow, and,

Be it resolved that the Cash Stipend Range for 2022 be as follows,

Parish Index	Cash Stipend Range
1 – 99	\$36,165 – \$43,442
100 – 250	\$40,049 – \$59,220
251 – 399	\$47,928 – \$73,780
400 – above	\$64,680 – \$104,726

Be it resolved that this convention recommends a minimum of 2.6% cost of living increase for lay employees.

Be it resolved that the Clergy Supply Schedule for 2022 be as follows,

Service	Rate
1 Service (Saturday or Sunday)	\$150.00
2 Services (Saturday or Sunday)	\$175.00
3 Services (Saturday or Sunday)	\$200.00
1 Major Service (Holy Week, Christmas, Funeral)	\$150.00
Midweek Service	\$90.00

IV. SPONSORS

Diocesan Council

V. SUPPORTING INFORMATION

View the 2021 Parish Index sheet: <https://diobeth.org/wp-content/uploads/2021/06/2021-Parish-Index.pdf>

Resolution 2 – Budget of the Diocese of Bethlehem

I. TYPE OF RESOLUTION:

Annual submission of budget to Diocesan Convention

II. TITLE & AUTHOR OF RESOLUTION:

Budget of the Diocese of Bethlehem

Finance Committee

III. RESOLUTION:

Resolved, that the Assessment Rate applied to Line A, Normal Operating Income (NOI) of the 2020 Parochial Report shall be 12% in 2022.

Be it further resolved, that the proposed Diocesan Budget as it is presented to the Convention be adopted.

IV. SPONSORS

Diocesan Council

V. SUPPORTING INFORMATION

View the Diocesan Budget: Attached

View the 2022 Assessments and Acceptances

Resolution 3 – Amendments to the Canons of the Diocese of Bethlehem

I. TYPE OF RESOLUTION:

Update of the Diocesan Canons

II. TITLE & AUTHOR OF RESOLUTION:

Amendments to the Canons of the Diocese of Bethlehem
Committee on Constitution and Canons

III. RESOLUTION:

Resolved, That the following Amendments to the Canons of the Diocese of Bethlehem be approved by this 150th Convention of the Diocese of Bethlehem:

1) Title II, Canon 3, Section 1.A.5 shall be amended as follows: the portion underlined shall be added.

5. Lay Members in good standing of the Parish who are physically present, who are at least 18 years of age, who are regular attendants at the services of the parish, and who are regular contributors for the six months preceding the meeting to the support of the Parish, shall be entitled to vote at all Parish Meetings. A quorum for the transaction of business in the Annual Parish Meeting shall consist of 25% of the persons entitled to vote if they were present or 25 persons entitled to vote, whichever is less. The Vestry may by resolution permit one or more members to participate in a Parish Meeting by means of conference telephone or other electronic technology by means of which all persons participating in the meeting can hear each other in a manner that is substantially simultaneous and continuous. Participation in a meeting by conference telephone or other electronic technology shall constitute presence.

2) Title II, Canon 3, Section 1.C.3a shall be amended as follows: the portion underlined shall be added.

3. Meetings of the Vestry

a. Regular meetings of the Vestry shall be held at least quarterly. All Vestry members are expected to be present at Vestry meetings. If any member of the Vestry is absent from three consecutive meetings without due cause, as determined by the Rector or Priest-in-Charge and the Wardens, that seat shall be declared vacant. The Vestry may by resolution permit one or more Vestry members to participate in a Vestry meeting by telephone or other electronic technology under the conditions described in Canon 3.1.A.5 of this Title II.

(continued)

3) Title II, Canon 3, Section 2.A.1 shall be amended as follows: the portion in ~~strikeout~~ shall be deleted and the portion underlined shall be added:

1. In every Parish, the Annual Parish Meeting shall be held in January at a time and place designated by the Vestry. Public notice of the Annual Meeting shall be given ~~at all the services on the two preceding weekends~~ to all members of the congregation at least two weeks prior to the Meeting. With the consent of the Ecclesiastical Authority, the Annual Meeting may be held during a different month. “

4) Title II, Canon 3, Section 2.B.4. shall be amended as follows: the portion in ~~strikeout~~ shall be deleted and the portion underlined shall be added:

4. Notice of such meeting shall be ~~read publicly in church during all regular worship services in the~~ given to all members of the congregation at least two calendar weeks prior to the meeting. This notice shall specify the time and place of the meeting, the business to be considered, and by whose order the meeting is called.

5) Title IV, Canon 7, Section 2 shall be amended as follows:

The current Section 2 shall be deleted:

~~Section 2. No existing Canon shall be changed, and no new Canon shall be enacted on the day on which the change or the enactment may be proposed.~~

The following Section 2 shall be adopted:

Any amendment to the Canons shall be effective on the date of approval by Convention, unless otherwise stated.

Respectfully submitted by the following members of the Committee on Constitution and Canons:

Linda M. Henry, Chair

John E. Feather

Todd A. Moffett

C.H. Welles, IV

Full Diocese of Bethlehem Canons can be read on the diocesan website:

<https://diobeth.org/governance-and-administration/>

Diocesan Budget (Resolution 2)

Summary of Proposed 2022 Budget

As of July 27, 2021

Accounts	2021 Budget	2022 Proposed Budget
Operating Revenues		
Assessments	\$ 1,013,478.48	\$ 940,925.04
Acceptances	\$ 101,593.61	\$ 94,092.50
DIT Income	\$ 252,052.88	\$ 295,055.95
Other Income	\$ 106,172.00	\$ 273,369.44
Total Operating Revenues	\$ 1,473,296.97	\$ 1,603,442.93
Operating Expenses		
<u>Personnel</u>		
Salaries & Allowances	\$ 543,995.70	\$ 606,495.52
SECA & FICA	\$ 42,738.29	\$ 47,575.66
Pensions	\$ 101,708.89	\$ 113,456.29
Insurance Benefits	\$ 120,398.09	\$ 146,708.46
Staff Conferences & Continuing Education	\$ 8,000.00	\$ 8,000.00
Total Personnel	\$ 816,840.97	\$ 922,235.93
<u>Ministry & Mission & Parish Life</u>		
National Church Apportionment	\$ 153,506.00	\$ 141,165.00
Mission Resource Grant	\$ 85,000.00	\$ 85,000.00
Assessment Adjustment	\$ 50,000.00	\$ 50,000.00
Other Ministries	\$ 118,650.00	\$ 105,650.00
Total Ministry & Mission & Parish Life	\$ 407,156.00	\$ 381,815.00
<u>Administrative Expenses</u>		
Property & Liability Insurance	\$ 12,000.00	\$ 12,000.00
Bishop's Auto Expense	\$ 6,000.00	\$ 6,000.00
Staff Travel	\$ 35,000.00	\$ 35,000.00
Communication Consultant	\$ 5,000.00	\$ 5,000.00
Temporary Staff	\$ 10,000.00	\$ 45,180.00
Audit	\$ 18,000.00	\$ 18,000.00
Telephone & Internet	\$ 9,000.00	\$ 7,000.00
Network & IT Support	\$ 8,000.00	\$ 8,000.00
Office Equipment & Supplies	\$ 14,000.00	\$ 14,000.00
Other Administrative	\$ 10,100.00	\$ 10,100.00
Total Administrative Expenses	\$ 127,100.00	\$ 160,280.00
<u>Buildings & Grounds</u>		
Maintenance & Supplies	\$ 15,000.00	\$ 15,000.00
Utilities	\$ 8,400.00	\$ 8,400.00
Security System	\$ 2,000.00	\$ 2,000.00
Total Buildings & Grounds Expenses	\$ 25,400.00	\$ 25,400.00
Total Retirees' Benefits & Support	\$ 7,600.00	\$ 7,512.00
Total Convention & Meetings	\$ 89,200.00	\$ 106,200.00
Total Operating Expenses	\$ 1,473,296.97	\$ 1,603,442.93
<i>Out of Balance</i>	\$ 0.00	\$ 0.00

2022 Assessments & Acceptances (Resolution 2)

Church	2020 Operating Income	2022 Assessment	
		12% of 2020 Operating Income	3% of 2020 Operating Income
Alden - St. Andrew	\$ 26,053.00	\$ 3,126.36	\$ 781.59
Allentown - Grace	\$ 60,135.00	\$ 7,216.20	\$ 1,804.05
Allentown - Mediator	\$ 293,660.00	\$ 35,239.20	\$ 8,809.80
Ashland - North Parish	\$ 57,547.00	\$ 6,905.64	\$ 1,726.41
Athens - Trinity	\$ 55,219.00	\$ 6,626.28	\$ 1,656.57
Bethlehem - Nativity	\$ 875,763.00	\$ 105,091.56	\$ 26,272.89
Allentown - St. Andrew	\$ 141,512.00	\$ 16,981.44	\$ 4,245.36
Bethlehem - Trinity	\$ 322,849.00	\$ 38,741.88	\$ 9,685.47
Carbondale - Trinity	\$ 61,896.00	\$ 7,427.52	\$ 1,856.88
Dallas - Prince of Peace	\$ 113,081.00	\$ 13,569.72	\$ 3,392.43
Douglassville - St. Gabriel	\$ 327,777.00	\$ 39,333.24	\$ 9,833.31
Drifton - St. James	\$ 30,326.00	\$ 3,639.12	\$ 909.78
Dundaff - St. James	\$ 5,537.00	\$ 664.44	\$ 166.11
Easton - Trinity	\$ 334,096.00	\$ 40,091.52	\$ 10,022.88
Emmaus - St. Margaret	\$ 74,795.00	\$ 8,975.40	\$ 2,243.85
Forest City - Christ	\$ 41,662.00	\$ 4,999.44	\$ 1,249.86
Glenburn - Epiphany	\$ 238,820.00	\$ 28,658.40	\$ 7,164.60
Hamlin - St. John	\$ 89,131.00	\$ 10,695.72	\$ 2,673.93
Hazleton - St. Peter	\$ 67,590.00	\$ 8,110.80	\$ 2,027.70
Hellertown - St. George	\$ 85,748.00	\$ 10,289.76	\$ 2,572.44
Honesdale - Grace	\$ 106,256.00	\$ 12,750.72	\$ 3,187.68
Jermyn - St. James & George	\$ 37,768.00	\$ 4,532.16	\$ 1,133.04
Jim Thorpe - Sts. Mark & John	\$ 178,665.00	\$ 21,439.80	\$ 5,359.95
Kingston - Grace	\$ 185,295.00	\$ 22,235.40	\$ 5,558.85
Lebanon - St. Luke	\$ 299,146.00	\$ 35,897.52	\$ 8,974.38
Lehighton - All Saints	\$ 82,561.00	\$ 9,907.32	\$ 2,476.83
Milford - Good Shepherd	\$ 176,914.00	\$ 21,229.68	\$ 5,307.42
Montrose - St. Paul	\$ 160,746.00	\$ 19,289.52	\$ 4,822.38
Morgantown - St. Thomas	\$ 83,776.00	\$ 10,053.12	\$ 2,513.28
Moscow - St. Mark	\$ 41,345.00	\$ 4,961.40	\$ 1,240.35
Mountain Top - St. Martin	\$ 30,612.00	\$ 3,673.44	\$ 918.36
Mount Pocono - Trinity	\$ 77,497.00	\$ 9,299.64	\$ 2,324.91
Nazareth - St. Brigid	\$ 105,547.00	\$ 12,665.64	\$ 3,166.41
New Milford - St. Mark	\$ 39,735.00	\$ 4,768.20	\$ 1,192.05
Palmerton - St. John	\$ 70,335.00	\$ 8,440.20	\$ 2,110.05
Pen Argyl - St. Joseph	\$ 15,382.00	\$ 1,845.84	\$ 461.46
Pottsville - Trinity	\$ 174,090.00	\$ 20,890.80	\$ 5,222.70
Reading - Christ	\$ 425,068.00	\$ 51,008.16	\$ 12,752.04
Reading - St. Mary	\$ 37,657.00	\$ 4,518.84	\$ 1,129.71
Sayre - Redeemer	\$ 146,432.00	\$ 17,571.84	\$ 4,392.96
Schuylkill Haven - St. James	\$ 23,750.00	\$ 2,850.00	\$ 712.50
Scranton - Good Shepherd	\$ 65,350.00	\$ 7,842.00	\$ 1,960.50
Scranton - St. Luke	\$ 297,947.00	\$ 35,753.64	\$ 8,938.41
Sinking Spring - St. Alban	\$ 332,902.00	\$ 39,948.24	\$ 9,987.06
Stroudsburg - Christ	\$ 192,369.00	\$ 23,084.28	\$ 5,771.07
Susquehanna - Christ	\$ 19,144.00	\$ 2,297.28	\$ 574.32
Tamaqua - Calvary	\$ 11,940.00	\$ 1,432.80	\$ 358.20
Towanda - Christ	\$ 118,777.00	\$ 14,253.24	\$ 3,563.31
Trexlerstown - St. Anne	\$ 319,619.00	\$ 38,354.28	\$ 9,588.57
Troy - St. Paul	\$ 24,036.00	\$ 2,884.32	\$ 721.08
Tunkhannock - St. Peter	\$ 56,358.00	\$ 6,762.96	\$ 1,690.74
West Pittston - Trinity	\$ 9,972.00	\$ 1,196.64	\$ 299.16
Whitehall - St. Stephen	\$ 51,173.00	\$ 6,140.76	\$ 1,535.19
Wilkes-Barre - Holy Cross	\$ 48,395.00	\$ 5,807.40	\$ 1,451.85
Wilkes-Barre - St. Clement	\$ 154,144.00	\$ 18,497.28	\$ 4,624.32
Wilkes-Barre - St. Stephen	\$ 314,143.00	\$ 37,697.16	\$ 9,424.29
Wind Gap - St. Mary	\$ 22,999.00	\$ 2,759.88	\$ 689.97
Total	\$ 7,841,042.00	\$ 940,925.04	\$ 235,231.26