

Post-Convention Essentials

Living Stones: Building the Beloved Community

*Like living stones, let
yourselves be built
into a spiritual house.*

I Peter 2:5



Diocese of Bethlehem 2022 Convention



Five Priorities

to guide our diocese...

1. Vibrant and stable congregations
2. Racial justice and advocacy for the most vulnerable
3. Lay and clergy formation
4. Creating new faith communities
5. Diocesan partnerships

Annual Enrollment

Attention Medical Trust Participants: Our online Annual Enrollment for 2023 will run from October 26 – November 16, 2022. Read important details about our 2023 health benefits offerings and Annual Enrollment process at diobeth.org/parish-management/#insurance

Please share this information with your employees.

Elections

Diocesan Council Clergy (2 Elected)

The Rev. Susan Treanor – Trinity, Mt. Pocono
The Rev. Dr. Jane Williams – St. Andrew's, Allentown*

Diocesan Council Lay (2 Elected)

Joan Duckloe – Christ, Stroudsburg
Rick Wolf – Christ, Reading

Standing Committee Clergy (1 Elected)

The Rev. Rodney Conn – Nativity, Bethlehem

Standing Committee Lay (1 Elected)

Charles Dickerson – Trinity, Easton

Commission on Ministry Clergy (1 Elected)

The Rev. Bruce Gowe – Christ, Stroudsburg

Commission on Ministry Lay (1 Elected)

Vacant

*second term



Did You Know..?

Diocesan staff and the Parish Audit Team are available if you need help with anything finance related.

Learn more at diobeth.org/parish-management#parishaudits or email steve@diobeth.org.



2023 Clergy Salary Schedule

The following resolution was adopted by the 151st Diocesan convention:

Resolved that this convention recommends a minimum 8.5% cost of living salary increase for clergy and recommends consideration be made for additional merit increases as performance and resources allow, and,

Be it resolved that the Cash Stipend Range for 2023 be as follows,

Parish Index	Cash Stipend Range
1 – 99	\$39,239 - \$47,135
100 – 250	\$43,453 - \$64,254
251 – 399	\$52,002 - \$80,051
400 – above	\$70,178 - \$113,628

Be it further resolved that this convention recommends a minimum 8.5% cost of living increase for lay employees and recommends consideration be made for additional merit increases for lay employees as performance and resources allow.

Be it further resolved that the Clergy Supply Schedule for 2023 be as follows:

Service	Rate
1 Service (Saturday or Sunday)	\$160.00
2 Services (Saturday or Sunday)	\$190.00
3 Services (Saturday or Sunday)	\$215.00
1 Major Service (Holy Week, Christmas, Funeral)	\$160.00
Midweek Service	\$100.00

Find the parish index calculation at <https://diobeth.org/parish-management/#parishindex>



Diocesan Budget Resolution

The following resolution was adopted by the 151st Diocesan convention:

Resolved, that the Assessment Rate applied to Line A, Normal Operating Income (NOI) of the 2021 Parochial Report shall be 12% in 2023

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

View the budget at <https://diobeth.org/parish-management/#diocesanbudget>

Assessment & Acceptance by Parish

Church	2021 Operating Income	2023 Assessment 12% of 2021 Operating Income	2023 Acceptance 3% of 2021 Operating Income
Alden - St. Andrew	\$23,206.00	\$2,784.72	\$696.18
Allentown - Mediator	\$285,543.00	\$34,265.16	\$8,566.29
Allentown - Grace	\$64,155.00	\$7,698.60	\$1,924.65
Allentown - St. Andrew	\$167,480.00	\$20,097.60	\$5,024.40
Ashland - North Parish	\$56,587.00	\$6,790.44	\$1,697.61
Athens - Trinity	\$62,467.00	\$7,496.04	\$1,874.01
Bethlehem - Nativity	\$854,542.00	\$102,545.04	\$25,636.26
Bethlehem - Trinity	\$350,339.00	\$42,040.68	\$10,510.17
Carbondale - Trinity	\$64,934.00	\$7,792.08	\$1,948.02
Dallas - Prince of Peace	\$103,896.00	\$12,467.52	\$3,116.88
Douglassville - St. Gabriel	\$304,188.00	\$36,502.56	\$9,125.64
Drifton - St. James	\$31,622.00	\$3,794.64	\$948.66
Dundaff - St. James	\$5,122.00	\$614.64	\$153.66
Easton - Trinity	\$320,008.00	\$38,400.96	\$9,600.24
Emmaus - St. Margaret	\$87,685.00	\$10,522.20	\$2,630.55
Forest City - Christ	\$58,453.00	\$7,014.36	\$1,753.59
Glenburn - Epiphany	\$248,107.00	\$29,772.84	\$7,443.21
Hamlin - St. John	\$89,797.00	\$10,775.64	\$2,693.91
Hazelton - St. Peter	\$66,512.00	\$7,981.44	\$1,995.36
Hellertown - St. George	\$89,534.00	\$10,744.08	\$2,686.02
Honesdale - Grace	\$114,652.00	\$13,758.24	\$3,439.56
Jermyn - St. James & George	\$44,680.00	\$5,361.60	\$1,340.40
Jim Thorpe - Sts. Mark & John	\$179,834.00	\$21,580.08	\$5,395.02



Assessment & Acceptance by Parish, Continued

Church	2021 Operating Income	2023 Assessment	2023 Acceptance
		12% of 2021 Operating Income	3% of 2021 Operating Income
Kingston - Grace	\$186,009.00	\$22,321.08	\$5,580.27
Lebanon - St. Luke	\$464,741.00	\$55,768.92	\$13,942.23
Lehighton - All Saints	\$67,474.00	\$8,096.88	\$2,024.22
Milford - Good Shepherd	\$210,243.00	\$25,229.16	\$6,307.29
Montrose - St. Paul	\$131,819.00	\$15,818.28	\$3,954.57
Morgantown - St. Thomas	\$92,896.00	\$11,147.52	\$2,786.88
Moscow - St. Mark	\$47,595.00	\$5,711.40	\$1,427.85
Mountain Top - St. Martin	\$27,376.00	\$3,285.12	\$821.28
Mount Pocono - Trinity	\$86,808.00	\$10,416.96	\$2,604.24
Nazareth - St. Brigid	\$131,184.00	\$15,742.08	\$3,935.52
New Milford - St. Mark	\$31,975.00	\$3,837.00	\$959.25
Palmerton - St. John	\$73,722.00	\$8,846.64	\$2,211.66
Pen Argyl - St. Joseph	\$16,102.00	\$1,932.24	\$483.06
Pottsville - Trinity	\$193,640.00	\$23,236.80	\$5,809.20
Reading - Christ	\$424,151.00	\$50,898.12	\$12,724.53
Reading - St. Mary	\$34,625.00	\$4,155.00	\$1,038.75
Sayre - Redeemer	\$164,768.00	\$19,772.16	\$4,943.04
Schuylkill Haven - St. James	\$18,270.00	\$2,192.40	\$548.10
Scranton - Good Shepherd	NO DATA	\$7,842.00	\$1,960.50
Scranton - St. Luke	\$264,131.00	\$31,695.72	\$7,923.93
Sinking Spring - St. Alban	\$346,468.00	\$41,576.16	\$10,394.04
Stroudsburg - Christ	\$204,719.00	\$24,566.28	\$6,141.57
Susquehanna - Christ	\$18,750.00	\$2,250.00	\$562.50
Tamaqua - Calvary	\$11,706.00	\$1,404.72	\$351.18
Towanda - Christ	\$84,415.00	\$10,129.80	\$2,532.45
Trexlerstown - St. Anne	\$292,748.00	\$35,129.76	\$8,782.44
Troy - St. Paul	\$26,679.00	\$3,201.48	\$800.37
Tunkhannock - St. Peter	\$45,510.00	\$5,461.20	\$1,365.30
West Pittston - Trinity	\$36,795.00	\$4,415.40	\$1,103.85
Whitehall - St. Stephen	\$51,596.00	\$6,191.52	\$1,547.88
Wilkes-Barre - Holy Cross	\$43,018.00	\$5,162.16	\$1,290.54
Wilkes-Barre - St. Clement	\$143,277.00	\$17,193.24	\$4,298.31
Wilkes-Barre - St. Stephen	\$431,836.00	\$51,820.32	\$12,955.08
Wind Gap - St. Mary	\$25,202.00	\$3,024.24	\$756.06
	\$8,103,591.00	\$980,272.92	\$245,068.23



Amendment to the Canons of the Diocese

The following resolution was adopted by the 151st Diocesan convention:

Resolved, That the following Amendments to the Canons of the Diocese of Bethlehem be approved by this 151st Convention of the Diocese of Bethlehem:

That Title III. Canon 2 Section 2.B, which currently reads

The Bishop Coadjutor, the Bishop Suffragan, the Assistant Bishop, the Treasurer and the Chancellor shall be ex-officio members of the Diocesan Council.

be amended to remove the words “and the Chancellor” and to add the word “and” before “the Treasurer”:

*The Bishop Coadjutor, the Bishop Suffragan, the Assistant Bishop, **and** the Treasurer ~~and the Chancellor~~ shall be ex-officio members of the Diocesan Council.*

Explanation:

The Chancellor serves as the legal advisor to Diocesan Council and other Diocesan entities, such as the Diocese, the Bishop, the Standing Committee and Committees of Convention. As the legal advisor to various committees, the Chancellor should not vote on matters before Diocesan Council. The Chancellor would still retain the right to attend Council meetings and to speak at Council meetings but would not serve as a voting member.

Delegates 2023

Based on Title I Canon 1 Section 2 of the Canons of the Diocese of Bethlehem, each Parish and each Mission shall elect one or more Lay Delegates based on the number of lay members as reported in the annual Parochial Report for the year ending December 31 preceding to represent said Parish and Mission in Convention.

Number of Lay Members Reported in Parochial Report

Less than 100	1 (one) Lay Delegate	Parishes or Missions reporting 700 or more lay members in the Parochial Report shall have an additional delegate for each additional 199 lay members reported above 700.
100 – 299	2 (two) Lay Delegates	
300 – 499	3 (three) Lay Delegates	
500 – 699	4 (four) Lay Delegates	

Please visit: <https://diobeth.org/diocesan-convention/> for the current form.



Amendment to the Constitution of the Diocese

The following resolution received a majority of votes in each order by the 151st Diocesan convention and shall lie over to the next annual convention for a second reading:

Resolved, That the following Amendment to the Constitution of the Diocese of Bethlehem be approved for the first reading by this 151st Convention of the Diocese of Bethlehem:

That Article IV of the Constitution, which currently reads: Every Convention shall be opened with Prayers, as directed by the Bishop, and at every Convention there shall be a celebration of the Holy Communion.

Be amended to change each "shall" to "may" and to add the words "at the direction of the Bishop" at the end of the sentence.

*Every Convention shall be opened with Prayers, as directed by the Bishop, and at every Convention there shall **may** be a celebration of the Holy Communion **at the direction of the Bishop**.*

Explanation

The decision to hold Holy Communion at Convention should be made at the discretion of the spiritual leader of the Diocese. It is not an appropriate matter for regulation by the Constitution. Therefore, the Committee recommends this amendment to clarify that the decision is made at the sole direction of the Bishop.

Resolutions to amend the Constitution must be approved by two successive Diocesan Conventions pursuant to a vote by Orders. This is the first time this resolution is being submitted to Convention.

Mark Your Calendars

Gather 2023

Saturday, May 20th, 2023

Split Rock Resort

Lake Harmony

152nd Diocesan Convention

Friday, October 13 and

Saturday October 14, 2023

Homewood Suites by Hilton

Center Valley

**Interested in being a part of
the Reunification Joint
Discernment Committee?**

Visit: <https://bit.ly/3gV8XML>
for more information.

Deadline: November 21, 2022



Seeking Study of a Potential Reunification of the Dioceses of Central PA and Bethlehem

The following resolution was adopted by the 151st Diocesan convention:

Resolved, The Diocese of Bethlehem concurs and agrees to enter into a period of intentional exploration with the Diocese of Central Pennsylvania of their future reunification as one diocese; and be it further resolved that:

This exploration be conducted by both bishops, supported by a Discernment Committee of 10 additional people (comprised of two chancellors, two members of the Standing Committees, two members of Diocesan Council, and two at large members from each diocese selected by each diocese's Standing Committee) with equal representation from each diocese, and be it further resolved that:

The bishops are authorized to engage an outside consultant to assist the Discernment Committee with this process and be it further resolved that:

The Discernment Committee will explore opportunities in the areas of general operations, formation, finance, pastoral care, stewardship, social justice ministries, staffing, and children and youth ministry as well as the gifts, strengths and priorities of each diocese and this Discernment Committee will consider a plan for full reunification as well as any interim sharing of resources and, if feasible, seek to provide a draft timetable for those efforts; and be it further resolved that

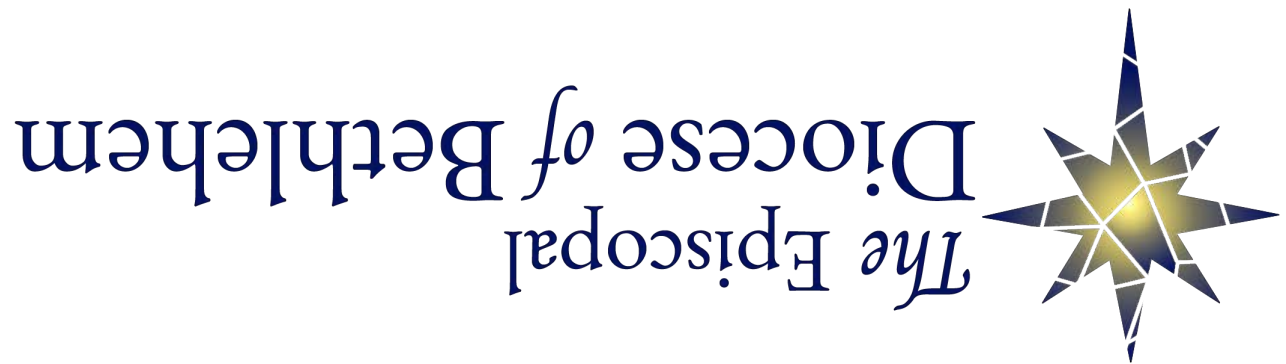
This Committee will report its findings quarterly to each Standing Committee and at the 2023 Convention of each of the two Dioceses and be it further resolved that:

Each Diocese will contribute an equal amount, but no Diocese shall contribute more than \$25,000, in the time frame between approval of this resolution and the Diocese's next Diocesan Convention, to accomplish this work.

EXPLANATION: *Until 1904, the Diocese of Central Pennsylvania and the Diocese of Bethlehem were historically united as one diocese under the name "The Diocese of Central Pennsylvania" prior to the founding of the Dioceses of Harrisburg and Bethlehem*

With the approval of each Convention and the Ecclesiastical Authorities, the Constitution (Article V) of The Episcopal Church and Canon 1.10.6-7 allows for the reunification of dioceses.

We are one family in Christ, and the resilience and health of the Church as well as its mission is strengthened through greater comity, collaboration and shared resources.



The Episcopal Diocese of Bethlehem
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