



Post-Convention Essentials 2025



We have been called to wade in these waters, children of God, to be a church renewed by the waters that run through us, the waters that shape and define us and remind us of where we have come from even as we begin again.



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:
The 2026 Benefits Open Enrollment will run from October 15 – November 7, 2025. Read important details about our 2026 health benefits offerings and Annual Enrollment process at <https://diobeth.org/parish-management/#insurance>.

Please share this information with eligible employees and treasurers.

Elections

General Convention (4 elected per order)

Clergy

The Rev. Canon Melinda M. Artman
The Rev. Canon Maryann Philbrook Sturges
The Rev. Michelle Moyer (first alternate)
The Rev. Timothy Alleman (second alternate)

Laity

Mr. Nolman Bonilla
Ms. Cynthia Nortey
Mr. Michael A. Grady (first alternate)
Mr. John Feather, Esq. (second alternate)

Diocesan Council (3 elected per order)

Clergy

The Rev. Michele Causton
The Rev. Michelle Moyer
The Rev. Bryce Wandrey

Laity

Mr. Steve Doster
Ms. Joan Duckoe
Mr. Wayne Evans



2026 Church Employee Compensation

(for the legacy Diocese of Bethlehem)

The following resolution was adopted by the 154th Diocesan convention:

Resolved for the calendar year 2026, each geographic area corresponding to the former Diocese of Central Pennsylvania and the former Diocese of Bethlehem shall continue to use its existing compensation policies with an increase of 2.4%.

Be it resolved that the Cash Stipend Range for 2026 be as follows,

Parish Index	Cash Stipend Range
1 – 99	\$43,666 - \$52,453
100 – 250	\$48,356 - \$71,504
251 – 399	\$57,869 - \$89,083
400 – above	\$78,096 - \$126,449

Be it further resolved that the 2025 Parish Index calculation shall be used in 2026 for purposes regarding Clergy Compensation Cash Stipend calculation.

Be it further resolved that this convention recommends consideration be made for providing an 2.4% 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 2026 be as follows:

Service	Rate
1 Service (Saturday or Sunday)	\$175.00
2 Services (Saturday or Sunday)	\$215.00
3 Services (Saturday or Sunday)	\$235.00
1 Major Service (Holy Week, Christmas, Funeral)	\$175.00
Midweek Service	\$115.00

Be it further resolved that a Clergy Compensation Committee will be formed to develop a resolution on church employee compensation for the Diocese of the Susquehanna at its diocesan convention in 2026.

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



Budget of The Episcopal Diocese of the Susquehanna

The following resolution was adopted by the 154th Diocesan convention:

Resolved, that in 2026, the Assessment Rate applied to the average of Line A, Normal Operating Income (NOI) of the 2021 to 2024 Parochial Reports shall be 10% of the first \$200,000 of this average and then 12% of any excess of \$200,000, limited to no more than 10% of an increase in Assessment from 2025 or no more than 10% of a decrease in Assessment from 2025; and

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 by Parish

Congregation	2025	2026
Church of the Mediator, (Allentown)	\$41,612.88	\$37,451.59
Grace Episcopal Church, (Allentown)	\$9,095.76	\$8,186.18
St Andrews Church, (Allentown)	\$16,952.52	\$15,998.17
Trinity Episcopal Church, (Athens)	\$7,469.04	\$6,722.14
Cathedral Church of the Nativity, (Bethlehem)	\$114,975.48	\$108,856.22
Trinity Church, (Bethlehem)	\$40,383.72	\$36,345.35
Trinity Episcopal Church, (Carbondale)	\$11,153.28	\$10,037.95
St James Church, (Clifford Township)	\$1,050.60	\$945.54
Church of the Prince of Peace, (Dallas)	\$11,025.24	\$10,173.00
Church of the Epiphany, (Dalton)	\$28,304.40	\$25,509.35
St Gabriels Episcopal Church, (Douglassville)	\$39,446.88	\$35,502.19
St James Church, (Drifton)	\$4,756.68	\$4,281.01
Trinity Episcopal Church, (Easton)	\$36,777.84	\$33,100.06
St Margarets Church, (Emmaus)	\$13,051.92	\$11,746.73
Christ Church, (Forest City)	\$6,570.48	\$5,913.43
St Johns Episcopal Church, (Hamlin)	\$11,528.16	\$10,375.34
St Peters Episcopal Church, (Hazleton)	\$8,467.80	\$7,621.02
St Georges Episcopal Church, (Hellertown)	\$9,610.56	\$8,649.50
Grace Episcopal Church, (Honesdale)	\$11,051.64	\$10,127.03



Assessment by Parish, Continued

St James-St George Epis Church, (Jermyn)	\$6,699.60	\$6,029.64
St Marks & St Johns Church, (Jim Thorpe)	\$19,940.64	\$18,572.03
Grace Episcopal Church, (Kingston)	\$23,819.52	\$21,437.57
St Lukes Church Episcopal, (Lebanon)	\$45,711.84	\$43,057.07
All Saints Episcopal Church, (Lehighton)	\$9,368.40	\$8,431.56
Church of the Good Shepherd, (Milford)	\$17,795.88	\$17,665.26
St Pauls Church, (Montrose)	\$26,033.88	\$23,430.49
St Thomas Episcopal Church, (Morgantown)	\$10,000.32	\$9,000.29
St Marks Episcopal Church, (Moscow)	\$5,172.24	\$4,655.02
Trinity Episcopal Church, (Mount Pocono)	\$13,277.40	\$11,949.66
St Martin in the Fields, (Mountain Top)	\$5,298.12	\$4,768.31
St Andrews Church, (Nanticoke)	\$3,453.96	\$3,108.56
St Brigids Church, (Nazareth)	\$7,441.80	\$8,185.98
St Marks Episcopal Church, (New Milford)	\$4,925.76	\$4,433.18
St Johns Episcopal Church, (Palmerton)	\$10,517.40	\$9,465.66
St Josephs Church, (Pen Argyl)	\$1,999.56	\$1,799.60
Trinity Episcopal Church, (Pottsville)	\$24,938.16	\$22,444.34
Christ Church, (Reading)	\$46,213.20	\$45,138.32
Church of the Redeemer, (Sayre)	\$18,996.84	\$17,097.16
St James Episcopal Church, (Schuylkill Haven)	\$2,876.40	\$2,588.76
Church of the Good Shepherd, (Scranton)	\$7,251.24	\$6,526.12
St Lukes Episcopal Church, (Scranton)	\$38,348.28	\$34,513.45
St Albans Episcopal Church, (Sinking Spring)	\$33,375.12	\$32,392.88
North Parish Episcopal Church, (St Clair)	\$8,718.84	\$7,846.96
Christ Episcopal Church, (Stroudsburg)	\$25,475.40	\$22,927.86
Christ Episcopal Church, (Susquehanna)	\$1,709.76	\$1,757.58
Christ Episcopal Church, (Towanda)	\$11,372.76	\$10,235.48
St Annes Episcopal Church, (Trexlerstown)	\$33,810.84	\$30,429.76
St Pauls Episcopal Church, (Troy)	\$2,682.60	\$2,414.34
St Peters Episcopal Church, (Tunkhannock)	\$4,020.24	\$3,618.22
Trinity Episcopal Church, (West Pittston)	\$5,397.72	\$4,857.95
St Stephens Episcopal Church, (Whitehall)	\$8,243.28	\$7,418.95
St Clements & St Peters Church, (Wilkes Barre)	\$27,282.96	\$24,554.66
St Stephens Pro-Cathedral, (Wilkes Barre)	\$64,582.92	\$58,124.63
St Marys Episcopal Church, (Wind Gap)	\$4,562.76	\$4,106.48



Agreement and Plan of Merger

WHEREAS, the Diocese of Bethlehem and the Diocese of Central Pennsylvania meeting in their duly called Diocesan Conventions on October 19, 2024, in accordance with Canon I.10.6 of the Constitution and Canons of The Episcopal Church, approved a Joint Agreement of Union to reunify as The Episcopal Diocese of the Susquehanna; and

WHEREAS, the Legal Process Working Group, submits to this Convention the Agreement and Plan of Merger, a legal document outlining a process such that the two dioceses will legally merge, and the name of the merged entity shall be The Episcopal Diocese of the Susquehanna.

Now therefore be it

RESOLVED

That this Convention approves the proposed Agreement and Plan of Merger such that the Diocese of Central Pennsylvania and the Diocese of Bethlehem legally become The Episcopal Diocese of the Susquehanna; and

Directs that said document be submitted to the Attorney General's Office of the Commonwealth of Pennsylvania and such appropriate Orphan's Court of this Commonwealth as may be necessary and proper to legally accomplish the Reunification.

View the proposed Agreement and Plan of Merger: <https://diobeth.org/wp-content/uploads/2025/09/Proposed-Agreement-and-Plan-of-Merger-with-Exhibits.pdf>

Stewardship

Looking for stewardship help?

Reach out to Paula, paula@diobeth.org, for login to TENS (The Episcopal Network for Stewardship). Pledge cards, weekly reflections, prayers, and other materials are all readily available for your use at no cost.

**The 1st Diocesan Convention of
The Episcopal Diocese of the
Susquehanna**

Will be held October 16 & 17, 2026.
Location coming soon!



Transitional Canons, Constitution, and Canons of The Episcopal Diocese of the Susquehanna

WHEREAS, The Episcopal Diocese of Bethlehem and the Episcopal Diocese of Central Pennsylvania meeting in duly called Diocesan Conventions on October 19, 2024, in accordance with Canon I.10.6 of the Constitution and Canons of The Episcopal Church, approved a Joint Agreement of Union to reunify as The Episcopal Diocese of the Susquehanna; and

WHEREAS, the Working Group on Constitution and Canons, tasked by the Transition Leadership Committee, submits to this Joint Convention the Transitional Canons, Constitution, and Canons of the Diocese of the Susquehanna whose provisions were included in the Agreement of Union.

RESOLVED That this Joint Convention adopt the proposed Transitional Canons, Constitution, and Canons of The Episcopal Diocese of the Susquehanna.

The Convention voted to adopt the Transitional Canons, Constitution, and Canons of The Episcopal Diocese of the Susquehanna, drafted by the Transition Working Group on Constitution and Canons and updated to reflect feedback gained during listening sessions that took place over the summer. Four (4) pre-filed Amendments were presented and passed on the Constitution and the Canons.

The Transitional Canons, Constitution, Canons, and the four Amendments can be read here: <https://diobeth.org/about/diocesan-convention-2025/>

Additional Elections and Appointments For The Episcopal Diocese of the Susquehanna

The Rt. Rev. Audrey C. Scanlan was unanimously elected as Bishop Diocesan.

The Rt. Rev. Kevin D. Nichols was appointed as the Assisting Bishop.

The Rev. Jim Jenkins, Deacon, was elected as Diocesan Treasurer.

Mrs. Elizabeth House was elected as Secretary of the Diocese.

Mr. Michael McAuliffe Miller, Esq. was appointed as the Diocesan Chancellor.

Mr. Wiley Parker, Esq. was appointed as the Vice-Chancellor.



Keep in Touch

Sign up for the diocesan newsletters at <https://diobeth.org/news-events/newsletter-archive/> and click the link at the top.

Social Media Connections

Website: www.diobeth.org

- **Facebook:**

- **Diocesan Page:**

www.facebook.com/DioceseOfBethlehem

- **Bethlehem Episcopalians Page:**

www.facebook.com/bethlehemepiscopalians

- **Instagram:** [diobethlehem](https://www.instagram.com/diobethlehem)

- **YouTube:** [@DioceseBethlehem](https://www.youtube.com/DioceseBethlehem)

Be on the watch for our new social media, email addresses, and phone number.

The Rt. Rev. Kevin Nichols, Bishop - kevin@diobeth.org

Pastoral Oversight & Wardens Concerns

The Rev. Canon Melinda Artman, Northern Canon Missioner - melinda@diobeth.org

Pastoral Support to Parishes and Clergy in Convocations I, II, and III & Clergy Transitions and Parish Search

The Rev. Canon Barbara Harrison Seward, Southern Canon Missioner - barbara@diobeth.org

Pastoral Support to Parishes and Clergy in Convocations IV, V, VI, VII & VIII

Steven Baker, Canon for Mission Resources and Chief Operating Officer - steve@diobeth.org

Strategic Priorities & Grant Support

Sandy Milien, Canon for Racial Reconciliation and Community Engagement - sandy@diobeth.org

Community Engagement & Scheduling for the Bishop

Paula Lapinski, Missioner for Finance & Administration – paula@diobeth.org

Administration of benefits, Financial Support, & Event Management

Cindy King, Bookkeeper – cindy@diobeth.org

Accounts Receivables & Accounts Payables

Tim Wagner, Safe Church Consultant – safechurch@diobeth.org or tim@diobeth.org

Safe Church administration