

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

**RESOLUTION NO.:** 2018-A060  
**TITLE:** Create a Task Force to Study Church's Pension System  
**PROPOSER:** House of Deputies Committee on the State of the Church  
**TOPIC:** Church Pension Fund

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**Directly Related:** (Attached)

2009-A138 Amend Canons I.8.1 and I.8.3 to Establish a Mandatory Lay Employee Pension System  
2009-A185 Amend Title I.1.6(c) [Of the Recorder]  
1997-B024 Request CPF to Analyze Benefits Issues and Governance Concerns  
1994-A010 Amend Canon I.5 [Of the Archives of the Episcopal Church]

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

2012-C042 Extend Implementation Period for Lay Employee Pension Plan  
1997-D010 Request Improvements in Communication from the Church Pension Group

**Supplemental Documents:** (Linked)

(*Blue Book*) Report to General Convention, [House of Deputies Committee on the State of the Church](#), see pages 570-571.

*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.*

# A060 Create a Task Force to Study Church's Pension System

<b>Proposer</b>	House of Deputies Committee on the State of the Church
<b>Topic</b>	Church Pension Fund
<b>Endorsed by</b>	
<b>Sponsored by</b>	
<b>Page numbers</b>	Blue Book: p. N/A; Constitution & Canons: p. N/A
<b>HiA / Leg. Cttee</b>	HD / 04 - Governance and Structure
<b>Current Status</b>	Resolution Filed
<b>Version</b>	Original (as filed)
<b>Review Status</b>	Not yet reviewed

## RESOLUTION TEXT

- Resolved*, the House of \_\_\_\_\_ concurring, That the 79th General Convention direct the Presiding Officers of The Episcopal Church to appoint a Task Force on the Church's Pension System consisting of three (3) bishops, three (3) presbyters or deacons, and six (6) lay persons, and that at least one (1) of the persons appointed to the Task Force be knowledgeable and experienced in the governance and structure of The Episcopal Church; at least one (1) of the persons appointed to the Task Force be knowledgeable and experienced in corporate and not for profit structures and governance; and at least one of (1) the persons appointed be knowledgeable and experienced in the law, structure, and/or governance of pension plans; and be it further
  - Resolved*, That the Task Force be directed to study  
the history of the creation of The Church Pension Fund with an emphasis on its historical relationship to The Episcopal Church and the Church's involvement in its creation; its current structure, governance, and relationship to The Episcopal Church including but not limited to the right of the General Convention to direct The Church Pension Fund; the obligations and responsibilities of The Church Pension Fund owes The Episcopal Church; the ownership of the data provided by various persons and organizations of the Church to The Church Pension Fund in its capacity as the Recorder of Ordinations; the extent of the Church's right to set the terms and provisions of the pension plans and other benefit programs provided by or administered by The Church Pension Fund or any of its affiliates; the authority of the General Convention to limit or expand the businesses engaged in by The Church Pension Fund or any of its affiliates including providing products or services to groups or individuals not associated with The Episcopal Church; and such other issues as the Task Force identifies during its work;
  - and be it further
  - Resolved*, That the Task Force study the governing documents of The Church Pension Fund and all its affiliates, consult with the Board of Trustees and individual Trustees of The Church Pension Fund as well as its staff, consult as needed with legal, corporate, not for profit or pension experts; and be it further
  - Resolved*, That the Task Force be directed to report to the 80th General Convention and make any recommendations it deems necessary including, but not limited to, recommendations for
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improving, clarifying or effecting changes in the relationship between The Church Pension Fund and The Episcopal Church; and be it further

- 6 *Resolved*, That the Task Force also be directed to study the current state of parity between the pensions of lay and ordained church workers, domestic and non-domestic church workers and church workers of disparate incomes with a particular focus on how those income disparities are manifest across gender and racial or ethnic lines; and to present to the 80th General Convention the specific ways in which the current pension system does and does not reflect parity across the church; and be it further
- 7 *Resolved*, That the Task Force be directed to seek input from the Trustees and officers of the Church Pension Group on new models for the pension system that would achieve true parity; and to present to the 80th General Convention its recommendation on the adoption of new models for the pension system that would achieve better parity; and be it further
- 8 *Resolved*, That the General Convention request the Joint Standing Committee on Program, Budget, and Finance to consider a budget allocation of \$50,000 for the implementation of this resolution.

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**EXPLANATION**

No explanation.



**Resolution Number:** 2009-A138  
**Title:** Amend Canons I.8.1 and I.8.3 to Establish a Mandatory Lay Employee Pension System  
**Legislative Action Taken:** Concurred  
**Final Text:**

*Resolved,* That this Church establish a mandatory lay employee pension system for employees who are scheduled to work a minimum of 1,000 hours annually for any domestic Diocese, Parish, Mission or other ecclesiastical organization or body subject to the authority of the Church, in accordance with the following principles:

- 1. The lay employee pension system shall provide benefits that shall, initially, include defined benefit plan(s) and defined contribution plan(s);
- 2. If a defined benefit plan is selected, the employer assessment and/or contribution shall be not less than nine (9) percent of the employee's compensation; if a defined contribution plan is selected, the employer shall contribute not less than five (5) percent of the employee's compensation and match at least four (4) percent of the employee's contributions. The Trustees of the Church Pension Fund shall have the authority to increase or decrease the assessment and/or contribution percentages required for the lay pension system;
- 3. Existing defined benefit plans will be permitted to continue as long as their plan design delivers pension benefits not less than the pension benefits required by this resolution, as determined by the plan administrator. If the plan does not provide the pension benefits required by this resolution, such plan shall be amended to provide for such pension benefits no later than January 1, 2012.
- 4. The lay employee pension system shall be designed and administered by the Trustees and officers of the Church Pension Fund; the investment managers of the system shall initially include, but not necessarily be limited to, the Church Pension Fund and, in the case of a defined contribution plan offered to school employees, TIAA-CREF;
- 5. The lay employee pension system will be operated on a financially sound basis, as determined by the Trustees of the Church Pension Fund;
- 6. Other societies, organizations or bodies in the Church not mandated to participate may, under the regulations of the Church Pension Fund, elect to come into the lay employee pension system;
- 7. No right or obligation to have assessments paid on compensation paid prior to plan participation will be part of the mandatory lay employee pension system;
- 8. Service in The Episcopal Church prior to plan implementation shall be recognized for vesting purposes;
- 9. The implementation of the mandatory lay employee pension system shall be completed no sooner than January 1, 2011 and no later than January 1, 2012; and
- 10. Further study be undertaken by the Church Pension Fund on the feasibility of inclusion of overseas Episcopal dioceses in the lay employee pension system and report back to the 77th General Convention

And be it further

*Resolved,* That Canon I.8 shall be amended as follows:

**Sec. 1.** The Church Pension Fund, a corporation created by Chapter 97 of the Laws of 1914 of the State of New York as subsequently amended, is hereby authorized to establish

and administer the clergy pension system, including life, accident and health benefits, of this Church, substantially in accordance with the principles adopted by the General Convention of 1913 and approved thereafter by the several Dioceses, with the view to providing pensions and related benefits for the Clergy who reach normal age of retirement, for the Clergy disabled by age or infirmity and for the surviving spouses and minor children of deceased Clergy. The Church Pension Fund is also authorized to establish and administer the lay employee pension system of the Church, substantially in accordance with the principles adopted by the General Convention of 2009, with the view to providing pensions and related benefits for the eligible lay employees of this Church, as well as their eligible beneficiaries.

**Sec. 3.** For the purpose of administering the pension system, The Church Pension Fund shall be entitled to receive and to use all net royalties from publications authorized by the General Convention, and to levy upon and to collect from all Parishes, Missions and other ecclesiastical organizations or bodies subject to the authority of this Church, and any other organizations, or bodies in the Church which under the regulations of The Church Pension Fund shall elect to come into the pension system, assessments based upon the salaries and other compensation paid to Clergy by such Parishes, Missions and other ecclesiastical organizations or bodies for services rendered currently or in the past, prior to their becoming beneficiaries of the Fund. For the purpose of administering the lay employee pension system, The Church Pension Fund shall be entitled to collect from all Parishes, Missions, and other ecclesiastical organizations or bodies subject to the authority of this Church, and any other societies, organizations or bodies in the Church which under the regulations of The Church Pension Fund shall elect to come into the lay employee pension system, assessments and/or contributions based upon the salaries and other compensation paid to eligible lay employees by such Parishes, Missions and other ecclesiastical organizations or bodies.

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Anaheim, 2009* (New York: General Convention, 2009), pp. 656-657.



**Resolution Number:** 2009-A185  
**Title:** Amend Title IV [Ecclesiastical Discipline]  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

[*Resolved*, That Canon I.1.6(c) is amended to read as follows:]

*Resolved*, That Canon I.1.6(c) be amended as follows, effective as of the effective date of this Title:

**(c) It shall be the duty of the Recorder to furnish, upon proper authority and at the expense of the applicant, such information as may be in the possession of the Recorder, based upon the reports required under Clause (b) hereof.**

**Citation:** Canon I.1.6(c) is excerpted from the Final Text of the revision to Title IV. See General Convention, *Journal of the General Convention of...The Episcopal Church, Anaheim, 2009* (New York: General Convention, 2009), pp. 227-266.



**Resolution Number:** 1997-B024  
**Title:** Request CPF to Analyze Benefits Issues and Governance Concerns  
**Legislative Action Taken:** Concurred as Substituted  
**Final Text:**

*Resolved, That the Board of Trustees of the Church Pension Fund be commended for its work over the past triennium on the clergy retirement policy of the Church; and be it further Resolved, That the Report of the Trustees to this Convention entitled "Enriching the Retirement Age" be accepted and printed in the Journal of this Convention; and be it further Resolved, That the Trustees be urged to continue the Wellness Initiatives Advisory Committee or an appropriate successor thereto with the same or different title and/or membership as determined by the Trustees in their discretion, so as to provide a group of persons including some Trustees as well as persons other than Trustees, appointed after consultation with the Presiding Bishop, to provide the Trustees with input on issues affecting the clergy retirement policies of the Church; and be it further*

*Resolved, That the Trustees provide the Church with more detailed information concerning the work of the internal Benefits Policy Committee and other committees of the Board of Trustees of the Church Pension Fund, including the issuance from time to time of special reports apart from the regular annual report of the Fund concerning retirement and/or benefit issues which have been or may be proposed to the Trustees for implementation; and be it further*

*Resolved, That the Trustees be urged to propose Canons or amendments thereto as needed from time to time to clarify the fiduciary functions of the Board of Trustees of the Fund and the relationship between the Trustees, on the one hand, and the General Convention, on the other hand, in the areas of governance of the Fund and the clergy retirement policy of the Church; and be it further*

*Resolved, That the Trustees continue to report to each General Convention the results of its work during the preceding triennium on the clergy retirement policy of the Church.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Philadelphia, 1997* (New York: General Convention, 1998), p. 611.



**Resolution Number:** 1994-A010  
**Title:** Amend Canon I.5 [Of the Archives of the Episcopal Church]  
**Legislative Action Taken:** Concurred  
**Final Text:**

*Resolved, That Canon I.5 be amended to read as follows:*

**CANON 5**

**Of the Archives of the Episcopal Church**

**Sec. 1.** There shall be an Archives of the Episcopal Church, the purpose of which shall be to preserve by safekeeping, to arrange and to make available the records of the General Convention, the Executive Council, and the Domestic and Foreign Missionary Society, and other important records and memorabilia of the life and work of the Church, and to carry out a program of records management so as to further the historical dimension of the mission of the Church.

*Sec. 2. For purposes of this Canon, records are defined as all fixed evidential information regardless of method, media, format or characteristics of the recording process, which have been created, received or gathered by the Church, its officers, agents or employees in pursuance of the legal, business and administrative function and the programmatic mission of the Church. Records include all original materials used to capture information, notwithstanding the place or conditions of creation, or the formality or informality of the characteristics of the record. The records and archives of the Church are not limited by the medium in which they are kept and include such formats as paper records, electronic records, printed records and publications, photo-reproduced images, and machine-readable tapes, film and disks.*

[Section 2 is new; all subsequent sections are renumbered accordingly.]

**Sec. 2 3 (a).** There shall be a Board of the Archives which shall consist of the Archivist (ex officio, with vote), the Dean of the Episcopal Seminary of the Southwest (ex officio, with vote), and ~~nine (9)~~ *twelve (12) appointed persons*, three (3) of whom shall be Bishops, and ~~six (6) shall be Clerical or Lay members; three (3) of whom shall be Clergy, and six (6) of whom shall be Lay Persons.~~ All appointed Members of the Board shall serve terms beginning with the close of the General Convention at which their appointments are confirmed and ending with the close of the second regular Convention thereafter.

[Paragraphs (b) through (h) of Section 3 remain the same.]

**Sec. 3 4.** There shall be an Archivist of the Episcopal Church, whose duty shall be to manage the Archives, records, and related information resources of the Church at the direction of the Board.

[Section 5--formerly Section 4--remains the same.]

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Indianapolis, 1994* (New York: General Convention, 1995), pp. 253-54.