

Diocese of New Jersey
Report of the Standing Committee on Constitution and Canons 2018

Introduction

The Committee reviewed requests received from members of the diocese for possible changes in the constitution and canons of the diocese. As provided in Canon 75, Section 1, proposals for amendments must be sent to the Committee by December 1 of the prior year for consideration and report. The following proposals were received prior to such deadline.

Part I
Canon 27 — Board of Missions Restructure
and
Canon 13, Section 12 — Disposition of Assets from Closed Churches

The Committee had been advised that there is no longer a current plan to restructure the Board of Missions. We have, however, received a proposed canon from a Diocesan Council subcommittee to implement the Resolution on the Disposition of Assets from Closed Churches from 2014 (excerpts from the Report of the Treasurer to the 230th Diocesan Convention are included as Appendix I to this Report):

[NEW] CANON

Disposition of Assets of Closed or Merged Churches

SECTION 1. The disposition of assets process shall begin with consultation with all involved congregations' leadership if an active congregation exists, and if no active congregation exists, with the Trustees holding title to the property, with the Pastoral Care Team. If it is determined that there will be either a merger or a closure, a request for approval of the sale of assets shall be submitted to the Standing Committee. If the disposition of assets is approved, the procedure is as follows:

- a. Merger: Where the sale of assets is related to a merger, the merged congregations – whether parishes or missions – will submit a proposal to and work in consultation with Diocesan Council regarding plans for use of the proceeds. In the case of two merging parishes, where NJ statutes specifically vest the consolidated parish with all the property rights of the two original parishes, this process shall not infringe upon those rights, but rather, provides for the same covenant relationship with Diocesan Council as should exist in any such situation.
- b. Non-Merger or Closure: Where a sale is not related to a merger, then the net proceeds will from such sale shall be paid into to the Mission Renewal Fund, to be made available to Diocesan constituencies seeking funding for mission-focused projects. The members of the Diocesan Council shall be the trustees of the Mission Renewal Fund. The trustees shall hold, manage, invest, reinvest and otherwise administer funds.

SECTION 2. Grants from the Mission Renewal Fund shall be governed as follows:

- a. Congregations, Diocesan entities, and the Bishop's office, will be eligible to submit grant proposals to access Mission Renewal Funds, using the application process currently used by the Board of Missions and Loan and Grant committee.
- b. The Loan and Grant Committee, the Board of Missions, and the Congregational Development Commission shall review grant applications and make recommendations to Diocesan Council.
- c. Final approval of grants rests with Diocesan Council.
- d. The Trustees of the Mission Renewal Fund shall make a complete financial report to the Convention annually.

The Committee upon reviewing this proposal noted that there exists in New Jersey Statutes a specific procedure that must be followed for two incorporated parishes to merge (the statutory

process is termed "consolidation"). Part of that process required obtaining the written consent of the Bishop and Standing Committee of the Diocese. Similarly, given the Bishop's canonical control over Mission congregations (under Canon 55, Section 10, the Bishop has discretion to close any Mission that in his opinion is not fulfilling its purposes), the Bishop has the authority to approve consolidation of Missions as well, for which as a matter of practice has been set before the Standing Committee for their advice and consent. In the light of these established practices, the Committee has not deemed it necessary to introduce a canonical procedure for Mission congregations that would be duplicative of the statutory procedure that is limited to incorporated congregations.

The Standing Committee has a procedure in place for congregations seeking approval for sales of real estate, and it applies the same standards for sales by the Trustees of Church Property of property it has acquired through the closure of Parishes or missions.

Accordingly, the Committee has decided that the only implementation that needs to be made is to modify the existing provisions of Canon 13 (Trustees of Diocesan Trust Funds), Section 12 (Sale and Conveyance of Title to Real Estate), since title to closed Missions will have vested in the Trustees of Church property pursuant to Section 2(d)(iv) of Canon 60 or otherwise, and title to closed extinct Parishes will have so vested pursuant to N.J. Revised Statutes § 16:12-16. Since the intent of the original resolution was to have the procedure for assets of closed churches be dealt with by the new procedure that will be incorporated into Section 12, the provision in Section 9 of Canon 13 that would require specific resolutions from Diocesan Convention for dealing with each such sale is corrected by making a cross-reference to Section 12.

As to terminology, the original resolution provided that the fund created from the sale of closed church properties be named "the Disposition of Church Assets (DCA) Fund". Based on consultation with Canon Phyllis Jones, Chief Operating Officer of the Diocese, this fund will be renamed "the Mission Renewal Fund", and the canon proposed so provides.

Accordingly, the Committee proposes the following implementing resolution:

Implementing Resolution I: *Resolved*, That Section 9 of Canon 13 of the Canons of the Diocese of New Jersey be amended to read as follows (deletions shown by strikethrough, insertions by double-underline):

The Trustees of Church Property of the Diocese of New Jersey

SECTION 9. The Trustees of Church Property shall have power to receive, hold, and dispose of all funds and other property that may be given, conveyed, or otherwise transferred to it in trust for any religious, charitable, or educational purpose connected with The Episcopal Church in the Diocese of New Jersey or with any congregation in the Diocese, to be held in trust for such Diocese or for such congregation. The disbursement of income and the disposition of property held in trust by the Trustees of Church Property shall be subject to the conditions of the trust or, if not so specified, as directed by canon or as directed by resolution of the Convention. If no express trust is contained in the instrument vesting title or possession in the Trustees of Church Property, or if the Trustees of Church Property shall become the owner of property of a dissolved Parish or other church property, then they shall hold and dispose of such property as may be directed by ~~resolution of the Convention~~ Section 12 of this Canon.

and be it

Further resolved, That Section 12 of Canon 13 of the Canons of the Diocese of New Jersey be amended to read as follows (deletions shown by strikethrough, insertions by double-underline):

Sale and Conveyance of Title to Real Estate

SECTION 12. (a) Where the title to real estate of a duly incorporated Parish is vested in the Trustees of Church Property or the Trustees of the Episcopal Fund, such Parish may apply, in writing, to the Trustees of Church Property or the Trustees of the Episcopal Fund, as the case may be, to convey the title to such property to such corporation. Upon receipt of any such applications, and after due consideration, the Trustees of Church Property, or the Trustees of the Episcopal Fund, as the case may be, by a majority vote of such Trustees, is hereby authorized to convey the same; provided, however, that the application for such conveyance of title shall be made by the Parish corporation; and provided, further, that no conveyance shall be made without the written consent of the Bishop and a majority of the Standing Committee.

(b) Where the title to real estate of a Mission is held by the Trustees of Church Property or the Trustees of the Episcopal Fund, the Trustees of Church Property or the Trustees of the Episcopal Fund, as the case may be, by a majority vote of such Trustees, is hereby authorized to sell and convey the same upon request of the members of the Diocesan Council, and the proceeds of such sale shall be disposed of at the direction of the members of the Diocesan Council.

(c) The Trustees of Church Property shall hold the proceeds of transfers and sales of property of extinct parishes and of closed missions in a separate account to be named the Mission Renewal Fund. The Diocesan Council shall have the authority to approve grants from the Mission Renewal Fund for missional purposes of the Diocese.

- (1) Congregations, Diocesan entities, and the Bishop's office may submit grant proposals in such form as the Diocesan Council may require.
- (2) The Congregational Development Commission, the Board of Missions, and the Loan and Grant Committee shall review grant applications and make recommendations to the Diocesan Council.
- (3) Final approval of grants shall rest with the Diocesan Council.
- (4) The Trustees shall make a complete financial report of the Mission Renewal Fund to the Convention annually.

The Standing Committee on Constitution and Canons recommends the adoption of this implementing resolution.

Part II Canons 36(3)(c)(2), 74(1), 74(1)(f), and 74(4) Payment of Health Insurance Premiums

The Reverend Elmer L. Sullivan had proposed a series of four canonical amendments addressed to the topic of payment of health-insurance premiums, which were contained as Part VI to last year's Report of the Committee. Consideration of that proposal was deferred to this year. Fr. Sullivan, however, has withdrawn that proposal. He does have a new proposal relating to health insurance, set forth in Part VII of this Report, below.

Part III Canons 14 through 16 and Canon 60, Section 1 Marks of Mission Minimum Giving Resolution

The 233rd annual Diocesan Convention in 2017 adopted the following resolution:

Be it resolved that:

1. the current "Fair Share" giving calculation table be renamed the Marks of Mission

- Minimum Giving Table;
2. a Board of Consultation be constituted immediately, constituted of nine members – a chairperson and eight additional lay and clergy persons appointed by the Bishop in consultation with the Standing Committee, Deans and Diocesan Council. Initial board membership terms shall be staggered, with three members having initial terms of 3 years, three members having initial terms of 4 years, and three members having initial terms of 5 years. Members shall be eligible for re-appointment for subsequent 3-year terms at the discretion and with the approval of the Bishop, Standing Committee, Deans and Diocesan Council;
 3. the Board of Consultation be immediately empowered to grant reductions in the giving amount for any congregation based upon its work with said congregation;
 4. any congregation being granted such a reduction be required to develop a plan for financial and congregational growth;
 5. the giving amounts calculated using this table (as adjusted by the Board of Consultation if applicable) become mandatory for all congregations beginning with the calculation of giving for the 2020 calendar year;
 6. the Board of Consultation be charged with the implementation and oversight of the mutual accountability commitments made through the Marks of Mission Minimum Giving covenant, exercising its ministry in consultation with the Bishop, the Standing Committee, Deans and Diocesan Council; and
 7. the Standing Committee on Constitution & Canons is hereby directed to propose constitutional and canonical changes to conform our constitution and canons to this process at the 234th Convention in 2018.

The Committee reviewed all Diocesan Canons that referred to the term "Fair Share" and made appropriate substitutions in terminology to implement this resolution. No constitutional change is necessary. In order to implement the appointment of the Board of Consultation, the language from the resolution regarding their appointment has been simplified, utilizing the provision of Canon 75, Section 3, which provides:

Whenever a new or amended canon calls for the election or appointment of members of a body for staggered terms, the initial terms of some members of the body shall be for such reduced number of years as is necessary for an orderly implementation of the canon. When the body is to be appointed, the method of staggering and reduction of terms shall be determined by the Ecclesiastical Authority.

Otherwise, the Committee has presented no substantive or terminological change from the authorizing resolution.

Accordingly, the Committee presents the following implementing resolution:

Implementing Resolution III: *Resolved*, That Canon 14 of the Canons of the Diocese of New Jersey be amended to read as follows (insertions shown by double-underline):

CANON 14

Diocesan Budget

SECTION 1. There shall be a Budget for the Diocese for each calendar year. The purpose of the Budget is to enable the Diocese to carry on ministries, provide support to the Diocesan Congregations, meet its obligation to The Episcopal Church, and finance its administration. Each Diocesan Budget shall include a comparison of appropriations with actual prior year expenditures, a comparison of income items with actual income for the prior year, and a narrative explanation for each appropriation.

SECTION 2. At each annual meeting, the Convention shall adopt a Preliminary

Diocesan Budget for the ensuing calendar year. In January of that ensuing year, the Diocesan Council may change the Preliminary Diocesan Budget and will adopt a Revised Preliminary Diocesan Budget. The Convention in March of that ensuing year may further modify the Revised Preliminary Diocesan Budget and shall adopt such Budget as the Affirmed Diocesan Budget for the then current calendar year.

SECTION 3. Each Diocesan Congregation's ~~Fair Share~~ Marks of Mission Minimum Giving Asking shall be shown in and be a part of the Preliminary Diocesan Budget. The actual ~~Fair Share~~ Marks of Mission Minimum Giving Pledges for each Diocesan Congregation shall be shown in and be a part of the Revised Preliminary Diocesan Budget and the Affirmed Diocesan Budget.

SECTION 4. Diocesan funds shall be expended through the Chief Financial Officer subject to the supervision of the Diocesan Council. Appropriations not spent during the calendar year, or required as of the end of any year to be spent in the future for outstanding liabilities, shall not be carried over or considered authorized to be spent in a succeeding year, without specific approval of the Diocesan Council.

See also: Canon 16 - ~~Fair Share~~ Marks of Mission Minimum Giving Pledge

and be it

Further resolved, That Sections 4 and 5 of Canon 15 of the Canons of the Diocese of New Jersey be amended to read as follows (insertions shown by double-underline, deletions by strikethrough):

SECTION 4. The Preliminary Diocesan Budget shall be established pursuant to the rules in subsections (a) through (d) below:

(a) Each January, the Finance and Budget Committee shall prepare and present to the Council a draft of the Preliminary Diocesan Budget for the ensuing year. The Preliminary Diocesan Budget shall include the ~~Fair Share~~ Marks of Mission Minimum Giving Asking established under Canon 16, Section 1(a) and (b) for each Congregation.

(b) The Diocesan Council, taking into consideration all information then available, shall adopt a proposed Preliminary Diocesan Budget for the ensuing year in which the appropriations are equal to the anticipated ~~Fair Share~~ Marks of Mission Minimum Giving Pledges and other sources of revenue which may be applied to appropriations. A copy of the proposed Preliminary Diocesan Budget for the ensuing year shall be mailed to each member of the Convention. In the materials provided to the members of Convention the Diocese shall provide a balance sheet, which shows the assets and liabilities of the Diocese as of both the beginning and the end of the most recent calendar year. The amount of cash and investment type assets and the fair market value of investments or reinvestments held by each fund, trust or account shall be disclosed.

(c) The Convention shall consider the proposed Preliminary Diocesan Budget, make whatever changes it deems appropriate, and adopt a Preliminary Diocesan Budget for the ensuing year. A copy of the Preliminary Diocesan Budget for the ensuing year adopted by the Convention shall be mailed to each Identified Representative.

(d) A copy of the audited diocesan financial statements for the calendar year ended prior to the Convention and the related management letter prepared by the independent public accountant engaged by the Diocese shall be sent to any

member of the Convention when available upon that member's request.

SECTION 5. The Affirmed Diocesan Budget shall be established pursuant to the following rules and administered in accordance with Section 6 of this Canon 15:

(a) In January of each year, the Chief Financial Officer of the Diocese shall provide the Finance and Budget Committee an accounting of the ~~Fair Share Marks of Mission Minimum Giving~~ Pledges which have been paid by the Diocesan Congregations for the year just completed and the amount of ~~Fair Share Marks of Mission Minimum Giving~~ Pledges to which Diocesan Congregations have committed for the current year.

(b) The Finance and Budget Committee shall prepare and present to the Council a draft Revised Preliminary Diocesan Budget for the current year. The total amount of the appropriations in the Revised Preliminary Diocesan Budget shall be equal to the total amount of anticipated revenue from all sources.

(c) The Diocesan Council shall make whatever changes it deems appropriate and shall adopt a Revised Preliminary Diocesan Budget for the current year, a copy of which shall be mailed to each member of the Convention.

(d) The Convention shall consider the Revised Preliminary Diocesan Budget and make whatever changes it deems appropriate. The Revised Preliminary Diocesan Budget as adopted by Convention shall be the Affirmed Diocesan Budget for the current year.

(e) A copy of the Affirmed Diocesan Budget for the current year shall be mailed to each Identified Representative.

and be it

Further resolved, That Canon 16 of the Canons of the Diocese of New Jersey be amended to read as follows (insertions shown by double-underline, deletions by strikethrough):

CANON 16

~~Fair Share Marks of Mission Minimum Giving Pledge~~

SECTION 1. Each Diocesan Congregation shall be asked to support the Diocesan Budget with the payment of a Fair Share Marks of Mission Minimum Giving Pledge, which shall be determined and paid in accordance with the provisions of this Canon.

SECTION 2. By March 1 of each year, each Diocesan Congregation shall submit an annual Parochial Report for the prior year to the Diocese, as required by Canons of The Episcopal Church. Each Diocesan Congregation's Income Base at any time shall be determined from averaging the income from the Congregation's annual Parochial Reports for the three most recent years. The Income Base shall include all income received by that Congregation and used to meet the Congregation's regular operating expenses; however, the Income Base shall not include income received from the Diocese or amounts spent for principal and interest on obligations for real property held for non-investment purposes. If a Congregation has not submitted any year's Parochial Report to use in making a determination of the ~~Fair Share Marks of Mission Minimum Giving~~ Asking pursuant to Section 3 of this Canon, that Congregation's Income Base shall be estimated by the Finance and Budget Committee.

SECTION 3. By October 1 of each year, the Chief Financial Officer of the Diocese

shall mail to Identified Representatives a report on the Income Base and Fair Share Marks of Mission Minimum Giving Askings of all Diocesan Congregations for the ensuing year, and will include in that mailing a pledge commitment form to be used by each Diocesan Congregation in submitting its Fair Share Marks of Mission Minimum Giving Pledge for the following year. For each Congregation, the amount of the Asking will be:

- 10% of its Income Base, where the Income Base is \$149,999 or less;
- 11% of its Income Base, where the Income Base is more than 149,999 but less than \$175,000;
- 12% of its Income Base, where the Income Base is \$175,000 or more but less than \$190,000;
- 13% of its Income Base, where the Income Base is \$190,000 or more but less than \$210,000;
- 14% of its Income Base, where the Income Base is \$210,000 or more but less than \$230,000;
- 15% of its Income Base, where the Income Base is \$230,000 or more but less than \$250,000; and
- 16% of its Income Base, where the Income Base is \$250,000 or more.

SECTION 4. No later than December 31, each Diocesan Congregation shall advise the Chief Financial Officer or the Treasurer of the whether it will pay the full amount of its Fair Share Pledge to which it will be committing for the following year Marks of Mission Minimum Giving Asking for the following year, in which case it shall submit a Marks of Mission Minimum Giving Pledge for such following year. If it will not pledge to pay the full amount, it must by such date apply for an adjustment pursuant to the procedure set forth in Section 5 of this Canon.

SECTION 5. (a) There shall be a Board of Consultation, which shall consist of nine lay and clergy persons appointed by the Bishop Diocesan in consultation with the Standing Committee, the Deans of the Convocations, and the Diocesan Council. Members shall serve staggered three-year terms and shall be eligible for reappointment. The Bishop shall appoint a chair and shall fill any vacancy for the duration of the vacant term.

(b) On or before December 31 in each year, any Congregation not pledging payment of its full Marks of Mission Minimum Giving Asking for the following year must make written application to the Board of Consultation for a reduction in the Marks of Mission Minimum Giving amount, supplying such information and engaging in such consultation and oversight as the Board may require. The Congregation must develop and adopt a plan for financial and congregational growth as a condition for any adjustment. The Board of Consultation will have full authority to negotiate and may grant an adjustment under agreed-upon terms for an agreed-upon period of time, in order to give the Congregation the opportunity to resolve its challenges. Any such adjustment shall be incorporated in the Congregation's written Marks of Mission Minimum Giving Pledge for any such years.

(c) Following the expiration of any adjustment authorized by the Board of Consultation, the Congregation shall be required to pledge and pay its full Marks of Mission Minimum Giving Asking.

SECTION 6. Payment of the Marks of Mission Minimum Giving Pledge submitted pursuant to Section 4 or Section 5(b) of this Canon shall be mandatory for all Congregations starting January 1, 2020. Each Diocesan Congregation shall pay its Fair Share Marks of Mission Minimum Giving Pledge in accordance with the billing procedure established by the Chief Financial Officer and approved by the Diocesan Council.

SECTION 6 ~~7~~. ~~No part of these canons~~ provision of this canon shall be construed to require or permit the imposition of any penalties by the Board of Consultation against any eCongregation that fails to pay all or part of its Fair Share Pledge Marks of Mission Minimum Giving Pledge; provided, however, that the vestry or mission committee of any such Congregation that fails after 2021 to pay its Marks of Mission Minimum Giving Pledge in full may be required to meet with the Diocesan Council to decide any further course of action.

and be it

Further resolved, That the first sentence of Section 1 (a) of Canon 60 of the Canons of the Diocese of New Jersey be amended to read as follows (insertions shown by double-underline, deletions by strikethrough):

An existing Mission that seeks reclassification as a Parish must show that it has complied with the Constitution and Canons of the Diocese for a period of three consecutive years without receiving financial support from the Diocese and must demonstrate the reasonable prospect that it will be able to continue to do so and that it does and will be able to continue to pay its full ~~Fair Share~~ Marks of Mission Minimum Giving Asking according to the formula approved by Diocesan Convention and to continue to pay in full the salary and other required compensation of a Priest on at least a part-time basis, as provided in Subsection 1(b) of this Canon.

The Standing Committee on Constitution and Canons recommends the adoption of this implementing resolution.

Part IV
Constitution Article II, Section 6
Representation in Diocesan Convention by Parish or Mission

The Reverend Elmer L. Sullivan has proposed an amendment to the part of the Constitution of the Diocese that sets forth conditions on representation of parish or mission congregations by deputies in Diocesan Convention:

SECTION 6. No Parish or Mission shall be entitled to representation in the Convention if it shall have been without a Minister and without regular church services for the two successive years prior to the meeting of the Convention; or if it shall have failed to make to the bishop any annual report required by the Canons within a period of forty-five days from the date when the report is due; or shall have failed to pay the interest on the Parish bonds for the support of the Episcopate, or ~~any assessment levied by the Diocese~~ and the Pension premium for its clergy for twelve months prior to the meeting of the Convention; or if it shall have failed to pay to its clergy the minimum salary required by Canon. The right of any Parish or Mission to representation in the Convention shall not be affected by the failure on its part to pay all or part of the sum assigned by the Marks of Mission Minimum Giving Table.

He supports this proposal by the following statement:

Reference to an assessment has been deleted because it is no longer relevant. The Diocese has not levied an assessment for more than 20 years.

The new material is a repetition of the provisions of Canon 16, Section 6, reworded to apply specifically to representation in Convention, which is the subject matter of ARTICLE II, Section 6.

As Fr. Sullivan admits, this language is merely duplicative of that in Canon 16, Section 6,

assuming the enactment of the language of the proposal in Part III of this Report. To duplicate this language in the Constitution would require passage of resolutions with the same language in two successive Annual Conventions of the Diocese, with the second vote a vote by orders (Const. Art. XIII, Section 1). Likewise, once added, the same two-year process would be required to remove or otherwise modify it.

The debate at the 2017 Diocesan Convention over Canon Perfater's proposed amendment to the marks of Mission Giving Resolution show that the diocese as a whole is presently undecided about the range of consequences that might result from a congregation's refusal to work in good faith with the Board of Consultation, and thus the Convention has deferred consideration of any specifics of such consequences. They may well be taken up at a later date, in which case binding the hands of the Convention by placing this canonical language into the Constitution would be ill-advised. Finally, since this provision already exists in Canon 16, putting it also into the Constitution would have no further effect upon current actions of the Convention.

Upon consideration, it is the position of the Committee that this proposal is unnecessary and could well have adverse consequences, and we recommend against its enactment.

Accordingly, the Committee proposes the following implementing resolution:

Implementing Resolution IV: *Resolved*, That Section 6 of Article II of the Constitution of the Diocese of New Jersey be amended as follows (deletions shown by strikethrough, insertions by double-underline):

SECTION 6. No Parish or Mission shall be entitled to representation in the Convention if it shall have been without a Minister and without regular church services for the two successive years prior to the meeting of the Convention; or if it shall have failed to make to the bishop any annual report required by the Canons within a period of forty-five days from the date when the report is due; or shall have failed to pay the interest on the Parish bonds for the support of the Episcopate, or ~~any assessment levied by the Diocese and~~ the Pension premium for its clergy for twelve months prior to the meeting of the Convention; or if it shall have failed to pay to its clergy the minimum salary required by Canon.

The right of any Parish or Mission to representation in the Convention shall not be affected by the failure on its part to pay all or part of the sum assigned by the Marks of Mission Minimum Giving Table.

*The Standing Committee on Constitution and Canons recommends **against** the adoption of this implementing resolution.*

Part V
Canon 13, Section 11
Approval in Diocesan Convention of VIM Fund Budget

Nearly forty years ago the Diocese of New Jersey conducted a capital campaign called the Venture In Mission, and the treatment of the Fund resulting from this campaign is covered by Section 11 of Canon 13, which canon generally covers Diocesan Trust Funds. Fr. Sullivan has proposed to add a new paragraph to this section, as follows:

The Trustees of the Venture in Mission Endowment Fund of
the Diocese of New Jersey

SECTION 11. The Trustees of the Venture in Mission Endowment Fund shall receive and invest or reinvest the funds of this trust according to the standards of fiduciary management and in accordance with such requirements as may be set forth in the Constitution and

Canons of the Episcopal Church and the Diocese of New Jersey.

After the final allocation of Venture in Mission Funds by the Convention in November 1984, the Principal of this Fund shall be inviolate and shall constitute a permanent endowment of this Diocese.

The income of this Fund shall be delivered periodically to the members of the Diocesan Council to be administered by them in a manner approved and directed by the Convention in support of the programs set forth in the Final Report of the Commission on Planning and Development and approved by the Convention on November 8, 1980, or such programs as may hereafter be authorized by the Convention for purposes consistent with the objectives set forth therein. Each year the Diocesan Council shall present to the Convention for approval a Venture in Mission Endowment Fund Budget for the current year to support the said programs.

This Budget shall be approved by the Convention by adoption of a motion specifically dedicated to that purpose and no other. A printed copy of the Budget shall be given to every member of the Convention and shall be referred to when the motion to approve the Budget is introduced.

The Trustees shall retain the right to receive additional funds on account of principal at any time, and may, with the concurrence of the members of the Diocesan Council, convert to principal any portion of income not currently required for purposes of the Trust.

He provides the following statement in support of this amendment:

In 2017, there were irregularities in the adoption of the VIM Endowment Fund Budget. The process should have begun with the Diocesan Council adopting a VIM Endowment Fund Budget, as required by Canon 13, but no copy of such a Budget can be found in the Minute Book of the Council, nor is there any mention of it in the minutes themselves.

A print copy of the VIM Endowment Fund Budget was not included in the voluminous financial material distributed to Convention members. Supposedly a copy of the Budget was posted on the Convention website; however, there was some confusion about that as shown in the following sentences from the Minutes of the July Meeting of the Trustees of the VIM Endowment Fund: (The VIM Budget is referred to as a table in the following quote.) "Canon Jones distributed two tables which she indicated were posted on the diocesan website prior to and for Diocesan Convention. She noted that the most recent table needed corrections and was removed subsequently from the website." Thus, it would appear that a correct copy of the VIM Endowment Fund Budget was not posted on the website prior to Convention,

Moreover questions about the procedure for adoption of the VIM Budget at Convention were raised at the July Trustees meeting. The Trustees' Minutes say: "Canon Jones indicated that when the 2017 diocesan budget was acted upon, that this budget [meaning the VIM Budget] was accepted as budgets for several funds were accepted as a group." This procedure is unusual and unclear. Unfortunately, as of this writing on November 26, no official minutes of the Convention are available to shed further light on exactly what happened. (Indeed, there are no official minutes of any Diocesan Convention since Bishop Stokes assumed the episcopacy in 2013.)

The purpose of the proposed amendment is to clarify the procedure by requiring that a print copy of the VIM Budget be included in Convention packets and requiring that this Budget be adopted in a resolution of its own, rather than in some vague omnibus resolution that stifles debate.

The Committee has reviewed this proposal and notes that the issue that the proposal addresses is the 2017 budget amendment that authorized the funding of the fulltime Youth and Young Adult Missioner from the Venture in Mission Endowment Fund. This was approved by the Convention in fulfillment of its only positive obligation required by diocesan canons in connection with

diocesan budgeting — Canon 14, Section 2:

SECTION 2. At each annual meeting, the Convention shall adopt a Preliminary Diocesan Budget for the ensuing calendar year. In January of that ensuing year, the Diocesan Council may change the Preliminary Diocesan Budget and will adopt a Revised Preliminary Diocesan Budget. The Convention in March of that ensuing year may further modify the Revised Preliminary Diocesan Budget and shall adopt such Budget as the Affirmed Diocesan Budget for the then current calendar year.

The Affirmed Diocesan Budget incorporates all of the income components of such budget, necessarily including any funds coming from the VIM Endowment Fund. Thus approval of the Approved Diocesan Budget necessarily constitutes an affirmance or rejection of any proposed use of such funds that may have been proposed by Diocesan Council pursuant to Canon 13, Section 11. While the various overall budget-lines funded from the VIM Endowment Fund appear scattered throughout the Approved Diocesan Budget, Canon Phyllis Jones points out that one of the financial documents presented online to the 2017 Convention (Exhibit I-2 (2016)) specifically breaks out each of the VIM Endowment Fund contributions to the Budget on one page.

Fr. Sullivan's proposal would introduce a new specific obligation for Convention to approve by a separate preliminary vote the VIM proposal from Diocesan Council. (His language implies that the Convention may be required to approve the proposal as given, without the possibility of amendment or rejection.) In addition, his proposal requires production of paper copies of this budget and distribution to all Convention members, whether or not in fact they attend the Convention.

The Committee concludes that the proposal adds a level of complexity to the overall budget-approval process that is unnecessary and is wasteful of diocesan resources. Requiring the production of paper copies of information that is otherwise distributed electronically violates the fifth Mark of Mission: "To strive to safeguard the integrity of creation and sustain and renew the life of the earth."

Finally, we note that, following the December 1, 2017 Canon 75, Section 1 deadline for canonical submissions for this year's Convention, Bishop Stokes forwarded to the Committee an earlier request from the Trustees of Diocesan Trust Funds that the Committee review the text of all of Canon 13 to consider whether it adequately "addresses current practices with respect to use of funds" with a view "to streamline the language" to better serve the needs of the Diocese. The Committee therefore will be considering this request over the coming year.

Accordingly, the Committee proposes the following implementing resolution:

Implementing Resolution V: *Resolved*, That the Canons of the Diocese of New Jersey be amended by adding a new fourth unnumbered paragraph to Section 11 of Canon 13, to read as follows (insertions shown by double-underline):

This Budget shall be approved by the Convention by adoption of a motion specifically dedicated to that purpose and no other. A printed copy of the Budget shall be given to every member of the Convention and shall be referred to when the motion to approve the Budget is introduced.

*The Standing Committee on Constitution and Canons recommends **against** the adoption of this implementing resolution.*

Part VI
New Canon 77
Trust Fund Financial Reports

Fr. Sullivan has proposed the adoption of a new canon to be added to the General Canons of the Diocese:

CANON 77.

Trust Fund Financial Reports

SECTION 1. Each year in January the Treasurer of the Diocese shall prepare and distribute to every member of the Diocesan Convention a financial report for each and every trust fund of the Diocese, separately, showing the following information:

- (a) The value of the principal of each fund as of January 1, of the previous year,
- (b) The value of the principal of each fund as of December 31, of the previous year.
- (c) The value of the interest and/or dividend income paid into each fund during the previous year,
- (d) The value of any amount drawn down from the capital growth portion of the total return of each fund and added to income during the previous year,
- (e) A detailed report of disbursements from each fund during the previous year,
- (f) The amount of income held in reserve in each fund as of December 31, of the previous year.

SECTION 2. These reports may, at the Treasurer's discretion, be listed in groups according to the corporations that have oversight of them, and in each group totals shall be shown for the six categories listed in Section 1.

He provides the following statement in support of this proposal:

For several years it has been the practice of trustees to supplement the income from the interest and dividends of the various trust funds with an additional draw from the capital growth portion of total return. There is no doubt that this practice is permitted by both civil and canon law.

However, reasonable people differ about the prudence of such a practice. Opinions on this subject should be based on facts. The people of the Diocese are entitled to know how much money is being drawn down from the principal of the various trust funds so that their opinions on the subject may be properly informed.

The people of the Diocese are also entitled to know how trust fund money is being spent. Canon 76 calls for "full disclosure" and requires "[c]omplete financial reports of all funds under the control of any board of trustees...."

The Committee has reviewed this proposal for a new canon specifically detailing the required contents of reporting of diocesan trust funds. The Committee notes that there is in the canons an existing requirement for trust-fund reporting — Canon 13, Section 5:

SECTION 5. The trustees [the Trustees of Diocesan Trust Funds] shall present to each annual meeting of the Convention separate reports of the various trusts under their control. These reports shall contain a detailed statement of the names and properties in each fund, with all additions and changes therein, including appropriations made therefrom.

And, as Fr. Sullivan Notes, Canon 76, Section 3 also requires:

SECTION 3. Complete financial reports shall be made to the Convention of all funds of the Diocese and of all funds under the control of any board of trustees, committee, commission, or other agency of the Diocese.

The Committee concludes that this proposal is duplicative of existing requirements and introduces canonical micromanagement of diocesan trust-fund reporting that is already governed by the canons quoted as well as established accounting principles and practices (see

Diocesan Convention Financial Exhibit V - Catalog of Funds). Significantly, the proposal shifts the burden of reporting from the Trustees to the Diocesan Treasurer. In addition, requiring a January reporting to "every member of the Diocesan Convention" is burdensome and unrealistic, at the same time that the financial personnel of the Diocese are in the middle of formulating or finalizing the Preliminary Diocesan Budget, and at a time when many congregations may not yet elected their Deputies or Alternates or may not yet have reported them to diocesan staff. The proposal is in the Committee's judgment unnecessary and ill-advised.

Accordingly, the Committee proposes the following implementing resolution:

Implementing Resolution VI: *Resolved*, That the Canons of the Diocese of New Jersey be amended by adding a Canon 77 to Part VII of such Canons, to read as follows (insertions shown by double-underline):

CANON 77

Trust Fund Financial Reports

SECTION 1. Each year in January the Treasurer of the Diocese shall prepare and distribute to every member of the Diocesan Convention a financial report for each and every trust fund of the Diocese, separately, showing the following information:

(a) The value of the principal of each fund as of January 1, of the previous year,

(b) The value of the principal of each fund as of December 31, of the previous year.

(c) The value of the interest and/or dividend income paid into each fund during the previous year,

(d) The value of any amount drawn down from the capital growth portion of the total return of each fund and added to income during the previous year,

(e) A detailed report of disbursements from each fund during the previous year,

(f) The amount of income held in reserve in each fund as of December 31, of the previous year.

SECTION 2. These reports may, at the Treasurer's discretion, be listed in groups according to the corporations that have oversight of them, and in each group totals shall be shown for the six categories listed in Section 1.

*The Standing Committee on Constitution and Canons recommends **against** the adoption of this implementing resolution.*

Part VII

Canon 36, Section 3

Life Insurance, Dental and Medical Benefits

Finally, Fr. Sullivan has proposed amendments to subsection (c) of Section 3 of Canon 36. In order to give the context, we present this proposal together with the entire text of Section 3, with deletions shown by strikethrough and insertions by double-underline:

SECTION 3: There shall be maintained within the Diocese programs for the purpose of providing life insurance, medical, and dental benefits for eligible actively employed (at least 1,000 hours per year) clergy and lay employees in the Diocese. The medical and dental benefits will also be available for the eligible dependents of those clergy and lay employees.

(a) The life insurance coverage must be provided to eligible actively employed clergy, and the employing congregation must pay the minimum percentage (as established from time to time by the Convention) of the premium cost for that coverage. Life insurance may, at the option of the employing congregation, be provided to eligible lay

employees. If coverage is provided to eligible lay employees, it must be offered on a basis that is nondiscriminatory, and the employing congregation must pay the same percentage (as established by the Convention) of the premium cost for that coverage.

(b) Dental benefits must be offered to eligible actively employed clergy, and the employing congregation must pay the minimum percentage (as established from time to time by the Convention) of the premium cost for both employee and dependent coverage. Dental benefits may, at the option of the employing congregation, be offered to eligible lay employees. If coverage is offered to eligible lay employees, it must be offered on a basis that is non-discriminatory and the employing congregation must pay at least the minimum employer premium payment amount established by the insurance company or benefit provider underwriting the dental plan, or a higher percentage as established from time to time by the Convention.

(c) Medical benefits must be offered to eligible actively employed clergy and lay employees, and the employing congregation must pay those working at least 1,500 hours per year a percentage of the premium cost for both employees and dependents set forth in the following subsections of this Section 3(c). There is no employer premium payment requirement for clergy and lay employees who work at least 1,000 but fewer than 1,500 hours per year; however, if premium payments are provided, parity between clergy and lay employees must be maintained.

(1) Each year by October 1 the Benefits Committee shall ~~specify and announce a traditional medical plan that shall be the standard for congregations to~~ announce the names of the medical health insurance plans it has selected from among those offered by the Episcopal Church Medical Trust that will be available to eligible clergy and lay employees in this Diocese in the following calendar year. The congregations shall pay one hundred percent of the plan's premium cost for its clergy and lay employees for the following calendar year.

(2) ~~If any clergy or lay employee elects to participate in a health plan that has a higher premium cost than that of this standard plan, then the congregation may require that such clergy or lay employee pay the additional premium cost for such plan.~~

(3) ~~If any clergy or lay employee elects to participate in a high-deductible health plan option, and the congregation elects to make a contribution to a health savings account of that clergy or lay employee, then parity applies, and the congregation must also make an equivalent contribution to a health savings account for any other clergy or lay employee who participates in a high-deductible health plan option.~~

(d) For purposes of this Section, "employing congregation" shall be deemed to include the Diocese of New Jersey and Collegiate Chapels. Where an eligible employee has more than one eligible employer, the employers may apportion payments based on hours worked. An employing congregation may elect to pay more than the diocesan minimum percentages of premiums, provided that all clergy and lay employees are treated equally.

Fr. Sullivan provides the following statement in support of this proposal:

When choosing a medical health insurance plan, the first thing most people look at is the premium cost, but it is also important to consider the cost of deductibles and co-payments to get a clear picture of the expenses. In addition it is essential to know what may be the cost of going to a doctor or hospital outside the insurance company's network of providers. For many people all of these factors may be overridden by the desire to stay with the same doctor(s) and/or hospital that they have been going to.

The Episcopal Church Medical Trust offers several different plans to the clergy and lay employees of the Diocese, which are designed to meet the various and different needs of those who are covered. The Medical Trust chooses its options carefully. It does not offer any overpriced, bloated, so-called Cadillac or platinum plans. The intention is to offer

reasonably-priced plans to meet the individual needs of those it serves.

At present our diocesan canon calls for the Benefits Committee to select a standard plan that supposedly is adequate for all clergy and lay employees. The objective is to set a limit on premium fees. As we have seen, premium fees are not the whole story. In 2017, in our Diocese, a substantial number of employees (27%) chose a different plan with a higher premium because the "standard plan" did not meet their needs.

This amendment is based on the premise that one size does not fit all, and that we should trust the Episcopal Church Medical Trust to offer medical health insurance plans that are fairly priced and designed to meet a variety of needs, and that we should give to our clergy and lay employees the freedom to choose the one that is best for them.

This proposal in essence replaces the current (since 2016) health-insurance payment requirements, where an employer is only required to pay 100% of the premiums for the designated "standard plan", with a mandate that the employer pay 100% of the premium of any plan that an employee chooses. The Committee has reviewed this proposal and has sought comment from the Benefits Committee. This is the response from Pat Hawkins, Benefits Chair:

The Benefits Committee has already specified its reasoning for the previous changes to the Canon. The committee recognized that with health insurance costs increasing at an alarming rate, our churches might find themselves in a position where the senior clergy person may be swayed to choose a health insurance plan that did not sufficiently meet his/her needs in order to control costs for the church, or may choose a plan that was more expensive than needed in order to help other staff obtain a plan that was necessary to meet the needs of their families. The current canon was written intentionally to remove the onus from the senior clergy person for choosing the appropriate plan for all staff. The committee also did not want to change the longstanding diocesan history of paying 100% of the clergy health insurance premium, so rather than entertaining a proposal to require a lower percentage paid by the church, the solution developed by the committee was to select a standard plan that would be funded at 100% for all eligible clergy and lay employees in the diocese. I fear that the requested change would remove all opportunity for the Benefits Committee, on behalf of the diocese, to try to help control health insurance costs by requiring all churches to pay 100% of any plan chosen.

In response to the statement by the proposer, paragraph 2, 3rd sentence "It does not offer any overpriced, bloated, so-called Cadillac or platinum plans." The terms "overpriced" and "bloated" are subjective terms, and the fact that we have a corporation the size of the Church Pension Group negotiating contracts for us means that we have significant bargaining power to help keep our premiums as low as possible, not overpriced. Furthermore, it is simply incorrect to say that we do not offer any platinum plans. The fact is that three of our five plans (including our standard plan and in addition to our Medicare Supplement plans) are platinum plans and make up 94% of our enrollment. The other two plans are a silver plan and a high deductible plan. (There is also one person enrolled in a silver Medicare Secondary Payer Small Employer Exception plan.)

Later, in paragraph 3, the last sentence claims that "In 2017, in our Diocese, a substantial number of employees (27%) chose a different plan with a higher premium because the 'standard plan' did not meet their needs." This is pure presumption. We do not have access to the reasons people chose the particular plan they chose, and we cannot know this information due to privacy concerns. What we do know about 2017 is that with the loss of Aetna and United HealthCare Choice plans we had 58 people who needed to change plans (about 14 of those did not enroll due to retirement or other reasons). Enrollees in the standard plan more than doubled at the beginning of 2017 (from 30 to 62) while the number of enrollees in the higher price plan increased by only 5 (to 36). The proposer is presuming two contradictory reasons for why any enrollee might have chosen a particular plan. In the

introductory statement it is presumed that "When choosing a medical health insurance plan, the first thing most people look at is the premium cost" and then stating as fact that 27% of our enrollees chose a higher cost plan based on whether or not it would meet their needs. With the loss of that more expensive plan for 2018, the majority of those choosing a new plan did choose the standard plan even though another equivalent plan was offered at the same premium cost. Recognizing that enrollees may not always be equipped to make informed decisions about what will best meet their needs in relation to costs, the Benefits Committee has increased its emphasis on educational opportunities to help our clergy and lay employees learn how to assess their needs and compare benefits in addition to considering the premium cost.

Finally, speaking for the Benefits Committee, I believe we agree with "the premise that one size does not fit all, and that we should trust the Episcopal Church Medical Trust to offer medical health insurance plans that are fairly priced and designed to meet a variety of needs, and that we should give to our clergy and lay employees the freedom to choose the one that is best for them." Canon 36 as it is currently written already provides for this. The Benefits Committee has faithfully performed its duty in selecting standard plans to the best of our ability that maintain the same high level of benefit for our eligible clergy and lay employees at no additional cost to them. We've made these selections in an attempt to try to control costs but we did not allow costs alone to have control over our commitment to our clergy and lay employees.

For 2017, the committee selected a standard plan that had the 2nd highest premium and the majority of those whose plans would no longer be available chose either the standard plan or a less expensive plan. For 2018, the committee selected the same plan as the standard despite the fact that it was one of 2 with the highest premium. We believe we accomplished our goal to try to help control costs where possible but also to retain the same level of benefit for our eligible clergy and lay employees.

Therefore, I believe this requested change is unnecessary and has the potential to do more harm than good to our churches, our clergy, and our lay employees if there are no controls on the skyrocketing cost of health insurance.

Another member of the Benefits Committee stated that he agreed with this and added:

I doubt there is a private employer anywhere, other than perhaps some governments, that still pay 100% of employees' premiums.

As I recall, a few years ago the committee looked at what other Episcopal Dioceses in the northeast were doing and found that some required employees to pay a portion of their premiums. Our committee wanted to maintain 100% premium payments in some form, thus the compromise we now have. No need to change that in my view.

The Committee is persuaded by the analysis of the members of the Benefits Committee that no change to the canon is needed. Only two years ago we changed from requiring congregations to pay 100% of the premium cost of whichever health-insurance plan the priest in charge chose to one where it is only required to bear the premium cost of the standard plan. It has only been implemented for one year now. We see no need to revert to a 100%-of-anything-chosen system at this time.

Accordingly, the Committee proposes the following implementing resolution:

Implementing Resolution VII: *Resolved*, That Subsection (c) of Section 3 of Canon 36 of the Canons of the Diocese of New Jersey be amended to read as follows (deletions shown by strikethrough, insertions shown by double-underline):

(c) Medical benefits must be offered to eligible actively employed clergy and lay employees, and the employing congregation must pay those working at least 1,500 hours per year a percentage of the premium cost for both employees and dependents set forth in the following subsections of this Section 3(c). There is no employer premium payment requirement for clergy and lay employees who work at least 1,000 but fewer than 1,500 hours per year; however, if premium payments are provided, parity between clergy and lay employees must be maintained.

(1) Each year by October 1 the Benefits Committee shall ~~specify and announce a traditional medical plan that shall be the standard for congregations to~~ announce the names of the medical health insurance plans it has selected from among those offered by the Episcopal Church Medical Trust that will be available to eligible clergy and lay employees in this Diocese in the following calendar year. The congregations shall pay one hundred percent of the plan's premium cost for its clergy and lay employees for the following calendar year.

(2) ~~If any clergy or lay employee elects to participate in a health plan that has a higher premium cost than that of this standard plan, then the congregation may require that such clergy or lay employee pay the additional premium cost for such plan.~~

~~(3) If any clergy or lay employee elects to participate in a high-deductible health plan option, and the congregation elects to make a contribution to a health savings account of that clergy or lay employee, then parity applies, and the congregation must also make an equivalent contribution to a health savings account for any other clergy or lay employee who participates in a high-deductible health plan option.~~

*The Standing Committee on Constitution and Canons recommends **against** the adoption of this implementing resolution.*

Conclusion

The Committee has received no further timely proposals for consideration for this year. The Committee reminds members of Convention that proposals for amendments to the constitution or canons must be submitted to the Committee by December 1, 2018 for consideration at the 2019 Diocesan Convention.

The Committee appreciates the input it receives from other diocesan officers and bodies within the areas of their expertise. The Committee also notes that Paul De Sarno, Esq., is completing his current term on the Committee, although he has been nominated for a further term. We thank him for his service to the Committee.

Respectfully submitted,

The Reverend Dr. John P. Mitchell, Chair
Paul De Sarno, Esq., Vice Chair
Donna Freidel, Esq.
The Reverend Dr. Jeffrey M. Kirk
Canon Paul Ambos, Esq., Secretary

Appendix I

Excerpts from the Report of the Treasurer to the 230th Diocesan Convention (Document 35, 2015)

The Process –

[The flowchart that was attached as Appendix A to the report] envisions the following steps:

- 1) Dispositions normally follow out of a pastoral response to situations in which a church is being considered to close or merge. Such a response would/could involve convocational support, the Congregational Development Committee, the Board of Missions, and other Diocesan groups as noted.
- 2) The disposition process will always start with the congregation involved if the congregation exists, or the Trustee group with ownership if not, making a request for approval of the sale from the Standing Committee.
 - a. The Standing Committee will have as an advisory group the same pastoral care team that supported the congregation through the closure/merger
 - b. They will also seek input where appropriate from the Union of Black Episcopalians, the Hispanic Commission, the Congregational Development Committee, the Board of Mission and/or other groups as noted.
- 3) If the sale of a church is related to a merger, the merged congregations – whether parishes or missions – will submit a proposal to and work in consultation with Diocesan Council regarding plans for use of the proceeds. In the case of two merging parishes, where NJ statutes specifically vest the consolidated parish with all the property rights of the two original parishes, this process shall not infringe upon those rights – it merely asks for the same covenant relationship with Diocesan Council as should exist in any such situation.
- 4) If a sale is not related to a merger, then the proceeds will become a part of the fund currently known as the Disposition of Church Assets (DCA) Fund (which we hope will be more creatively named in the future!), to be made available to Diocesan constituencies seeking funding for mission-focused projects in the following manner:
 - a. A grant advisory board initially comprised of members from the Congregational Development Committee and Board of Missions will develop process guidelines and application criteria for final approval by Diocesan Council, and oversee the applications process. Guidelines will include recommendations for additional future elected and appointed membership on the board to help ensure that it is representative of the Diocese as a whole.
 - b. Congregations, Diocesan committees, commissions and agencies, and the Bishop's office will be able to submit proposals to access those funds.
 - c. The grant advisory board will evaluate applications, functioning much the same way as our Board of Missions does in evaluating Diocesan Mission Support requests and our Loan & Grant Committee does in evaluating requests for loans and grants under its authority. It will then make recommendations to Diocesan Council.
 - d. Final approval of grants would rest with Diocesan Council.

This process envisions handling the property of closed parishes and missions in the same way. Practically speaking that means that by your approval of this process, the Diocesan Convention would be delegating statutory authority over the proceeds of dispositions of parish property to Diocesan Council, which already exercises this same authority over mission properties. It's important that you understand that this is what we are asking you to do.

It's equally important to understand that Diocesan Council is canonically responsible "to develop, administer, oversee, coordinate and evaluate the program of the Diocese of New Jersey as committed to it by the Bishop or the Convention of the Diocese, and to maintain

general supervision over the budget and the financial affairs of the Diocese.” (Canon 19, Section 1) It is also responsible to “organize such Ministries as, in its judgment, may be required for the program of the Diocese committed to them by the Bishop or Convention.” (Canon 19, Section 4) It is precisely this degree of engagement in, knowledge of and responsibility for the ongoing mission and ministry of our Diocese that uniquely qualifies Diocesan Council, as your elected representatives, to exercise the authority you would be delegating.

.....

The Resolution –

Be it resolved; That \$44,234 from the fund currently known as the Disposition of Assets from Closed Churches Fund (“the Fund”) be allocated towards the 2014 Budget for the Mission of the Episcopal Church in the Diocese of New Jersey and transferred to the Operating Account for that purpose; and be it

Further resolved, That \$45,500 from the Fund be allocated towards the Regional Hispanic Missioner initiative as outlined above and in Appendix B, and transferred to the Operating Account for that purpose; and be it

Further resolved, That the process outlined in Steps 1 – 4 above be adopted for the disposition of assets from closed churches, and that the remaining balance in the Fund be subject to the guidelines outlined in Step 4 of that process; and be it

Further resolved, That the resolutions contained herein serve as substitutes for Resolution 2010-3; and be it

Further resolved, That the Standing Committee on Constitution & Canons is hereby directed to propose canonical changes to conform our canons to this process at the 231st Convention in 2015.