

RESOLUTION FOR RECOMMENDATION TO THE 76TH GENERAL CONVENTION

RESOLUTION A177 DENOMINATIONAL HEALTH PLAN

1 Resolved, the House of _____ concurring, That this church establish The Denominational Health Plan of this
2 church for all domestic dioceses, parishes, missions, and other ecclesiastical organizations or bodies subject to the
3 authority of this church, for clergy and lay employees who are scheduled to work a minimum of 1,500 hours
4 annually, in accordance with the following principles:

- 5 1. The Denominational Health Plan shall be designed and administered by the Trustees and officers of
6 The Church Pension Fund, following best industry practices for comparable plans;
- 7 2. The Denominational Health Plan shall provide that, subject to the rules of the plan administrator,
8 each diocese has the right to make decisions as to plan design options offered by the plan
9 administrator, minimum cost-sharing guidelines for parity between clergy and lay employees,
10 domestic partner benefits in accordance with General Convention Resolution 1997-C024 and the
11 participation of schools, day care facilities and other diocesan institutions (that is, other than the
12 diocese itself and its parishes and missions) in The Denominational Health Plan;
- 13 3. The Denominational Health Plan shall provide benefits that are comparable in coverage to those
14 benefits currently provided by the domestic dioceses and parishes of this church;
- 15 4. The Denominational Health Plan shall provide equal access to health care benefits for eligible clergy
16 and eligible lay employees;
- 17 5. The Denominational Health Plan shall provide benefits through The Episcopal Church Medical
18 Trust, which shall be the sole plan sponsor for such benefits and continue to be operated on a
19 financially sound basis;
- 20 6. The Denominational Health Plan shall have a church-wide advisory committee that is representative
21 of the broader church and appointed by The Church Pension Fund, and such church-wide advisory
22 committee shall receive an annual report about the status of The Denominational Health Plan;
- 23 7. For purposes of this Resolution, the term “domestic” shall mean ecclesiastical organizations and
24 bodies located in the United States, including the Dioceses of Puerto Rico and Virgin Islands;
- 25 8. The Church Pension Fund shall continue to work with the Dioceses of Colombia, Convocation of
26 American Churches in Europe, Dominican Republic, Ecuador Central, Ecuador Litoral, Haiti,
27 Honduras, Micronesia, Taiwan and Venezuela to make recommendations with respect to the
28 provision and funding of healthcare benefits of such dioceses under The Denominational Health
29 Plan; and
- 30 9. The implementation of The Denominational Health Plan shall be completed as soon as practicable,
31 but in no event later than by the end of 2012; and be it further

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

34 Sec. 1. The Church Pension Fund, a corporation created by Chapter 97 of the Laws of 1914 of the State
35 of New York as subsequently amended, is hereby authorized to establish and administer the clergy
36 pension system, including life, accident and health benefits, of this Church, substantially in accordance
37 with the principles adopted by the General Convention of 1913 and approved thereafter by the several
38 Dioceses, with the view to providing pensions and related benefits for the Clergy who reach normal age
39 of retirement, for the Clergy disabled by age or infirmity, and for the surviving spouses and minor
40 children of deceased Clergy. *The Church Pension Fund is also authorized to establish and administer the*
41 *denominational health plan of this Church, substantially in accordance with the principles adopted by the General*
42 *Convention of 2009, with the view to providing health care and related benefits for the eligible Clergy and eligible lay*
43 *employees of this Church, as well as their eligible dependents.*

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45 Sec. 3. For the purpose of administering the pension system, The Church Pension Fund shall be entitled
46 to receive and to use all net royalties from publications authorized by the General Convention, and to
47 levy upon and to collect from all Parishes, Missions, and other ecclesiastical organizations or bodies
48 subject to the authority of this Church, and any other societies, organizations, or bodies in the Church
49 which under the regulations of The Church Pension Fund shall elect to come into the pension system,
50 assessments based upon the salaries and other compensation paid to Clergy by such Parishes, Missions,
51 and other ecclesiastical organizations or bodies for services rendered currently or in the past, prior to
52 their becoming beneficiaries of the Fund. *For the purpose of administering the denominational health plan, The*
53 *Church Pension Fund shall determine the eligibility of all Clergy and lay employees to participate in the denominational*
54 *health plan through a formal benefits enrollment process, and The Church Pension Fund shall be entitled to levy upon and*
55 *collect contributions for health care and related benefits under the denominational health plan from all Parishes, Missions,*
56 *and other ecclesiastical organizations or bodies subject to the authority of this Church with respect to their Clergy and lay*
57 *employees.*