

The Episcopal Diocese of the Susquehanna Diocesan Convention Resolutions for 2027

(as of 9/28/2026)

TABLE OF CONTENTS

Title: Budget of The Episcopal Diocese of the Susquehanna for 2027 2

Title: Church Employee Compensation for the Diocese of the Susquehanna for 2027..... 3

Title: Supply Clergy Compensation..... 5

Title: Compensation for Vocational Deacons to allow participation in the Church Pension
Fund..... 6

Title: Repudiating the Doctrine of Discovery 8

Title: Diocesan Response Regarding Israeli Conduct in the Occupied Palestinian Territories
and the Call of Palestinian Christians..... 10

Title: Study of Healing practices in TEC..... 12

Diocese of the Susquehanna
1st Convention
October 3, 2026

Title: **Budget of The Episcopal Diocese of the Susquehanna for 2027**

Submitted by: Diocesan Finance Committee and Diocesan Council

Resolved, that in 2027, the Assessment Rate applied to the average of Normal Operating Income (NOI) of the 2022 to 2025 Parochial Reports shall be 10%; and

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

SUPPORTING INFORMATION

View the Diocesan Budget: <https://diosusquehanna.org/wp-content/uploads/2027DiocesanBudget-DioSusquehanna.pdf>

View the 2027 Assessment by Congregation: <https://diosusquehanna.org/wp-content/uploads/2027CongregationalAssessment-DioSusquehanna.pdf>

Diocese of the Susquehanna
1st Convention
October 3, 2026

**Title: Church Employee Compensation for the Diocese of the
Susquehanna for 2027**

Submitted by: Diocesan Finance Committee and Diocesan Council

Whereas there is a continuing need to emphasize the importance of an appropriate salary and adequate total compensation for clergy and laity of the diocese; and

Whereas government guidelines instruct the (a) clergy be issued Form W-2 (not form 1099), and (b) professional allowances be separated from stipend and managed according to an Accounts Reimbursable plan with their employer; and

Whereas the two legacy dioceses have very different compensation policies.

Therefore, be it resolved that for the calendar year 2027, each geographic area corresponding to the legacy Diocese of Central Pennsylvania and the legacy Diocese of Bethlehem shall continue to use its existing compensation policies with a recommended increase of 3.26%.

Be it further resolved that this convention recommends consideration be made for providing a 3.26% cost of living increase for lay employees.

EXPLANATION

The 2025 Diocesan Convention adopted a continuation of the church employee compensation practices of the legacy Dioceses as well as the practice of increasing the compensation of church employees by the Federal Consumer Price Index in the March preceding the convention. That convention also called for the formation of a Clergy Compensation Working Group, a body formed and working towards a unified model for clergy compensation. This resolution continues the practices adopted by Diocesan Convention in the previous year.

SUPPORTING INFORMATION

For congregations in the geographic area corresponding to the legacy Diocese of Bethlehem,

the Cash Stipend Range for clergy in 2027 is as follows,

Parish Index	Cash Stipend Range
1 – 99	\$45,090 - \$54,163
100 – 250	\$49,932 - \$73,835
251 – 399	\$59,756 - \$91,987
400 – above	\$80,642 - \$130,571

The 2025 Parish Index calculation shall be used in 2027 for purposes regarding Clergy Compensation Cash Stipend calculation <https://diosusquehanna.org/wp-content/uploads/DioBeth-2025-ParishIndex.pdf>.

For congregations in the geographic area corresponding to the legacy Diocese of Central Pennsylvania, the minimum compensation for clergy in 2027 is as follows,

Inflation Adjustment: 12 Months ending March 2026	3.26%								
	2026 Minimum - Adj. for COLA	2027 Minimum - Adj. for COLA	2026 Minimum - Adj. for COLA	2027 Minimum - Adj. for COLA	2026 Minimum - Adj. for COLA	2027 Minimum - Adj. for COLA	2026 Minimum - Adj. for COLA	2027 Minimum - Adj. for COLA	
YEARS ORDAINED (ACTIVELY SERVING)	0-4 Years	0-4 Years	5-9 Years	5-9 Years	10-19 Years	10-19 Years	20 Plus Years	20 Plus Years	
COMPENSATION ITEM									
Stipend / Base Salary	\$47,784	\$49,342	\$57,458	\$59,331	\$66,071	\$68,225	\$76,628	\$79,126	
Housing Allowance Allocation (Standard 30%)	\$14,335	\$14,802	\$17,238	\$17,800	\$19,821	\$20,467	\$22,699	\$23,439	
Total Core Compensation	\$62,119	\$64,144	\$74,696	\$77,131	\$85,892	\$88,692	\$99,327	\$102,565	
Social Security Offset	\$5,146	\$5,314	\$6,188	\$6,389	\$7,115	\$7,347	\$8,144	\$8,496	
Total Cost of Compensation	\$67,265	\$69,458	\$80,884	\$83,520	\$93,007	\$96,039	\$107,471	\$111,061	
Pension Contribution @ 18%	\$12,108	\$12,502	\$14,559	\$15,034	\$16,741	\$17,287	\$19,163	\$19,991	
Professional Expenses (Prorate for 3/4, 1/2, or 1/4 time)	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	
Continuing Education (Not prorated)	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	
Est. Workers Comp.	\$733	\$757	\$882	\$910	\$1,014	\$1,047	\$1,160	\$1,211	
Total Cost of Employment (NOT INCLUDING MEDICAL INSURANCE)	\$86,355	\$88,967	\$102,574	\$105,714	\$117,013	\$120,623	\$133,034	\$138,513	
Medical - PPO 70									
Single	\$12,240	\$14,136	\$12,240	\$14,136	\$12,240	\$14,136	\$12,240	\$14,136	
Clergy + Spouse/Partner	\$24,480	\$28,272	\$24,480	\$28,272	\$24,480	\$28,272	\$24,480	\$28,272	
Single + 1 Child	\$22,032	\$25,440	\$22,032	\$25,440	\$22,032	\$25,440	\$22,032	\$25,440	
Family	\$36,720	\$42,408	\$36,720	\$42,408	\$36,720	\$42,408	\$36,720	\$42,408	
Comprehensive Dental - Now provided by Delta Dental									
Single	\$636	\$648	\$636	\$648	\$636	\$648	\$636	\$648	
Clergy + Spouse/Partner	\$1,272	\$1,296	\$1,272	\$1,296	\$1,272	\$1,296	\$1,272	\$1,296	
Single + 1 Child	\$1,140	\$1,164	\$1,140	\$1,164	\$1,140	\$1,164	\$1,140	\$1,164	
Family	\$1,908	\$1,944	\$1,908	\$1,944	\$1,908	\$1,944	\$1,908	\$1,944	

Diocese of the Susquehanna
1st Convention
October 3, 2026

Title: Supply Clergy Compensation

Submitted by: The clergy and laity of the Diocese of the Susquehanna appointed to the Working Group on Clergy Compensation, namely: The Rev. Douglas Moyer, The Rev. Martha Ambrose, The Rev. Canon Melinda Artman, Ms. Elaine Austin, The Rev. Rodney Conn, The Rev. Jim Jenkins, Canon Chad Linder, Mr. Roger Mattes, and The Rev. Melissa Wilcox.

RESOLVED: That this First Convention of the Episcopal Diocese of the Susquehanna adopt the following compensation schedule (plus mileage reimbursement at the current IRS reimbursement rate) for all Supply Clergy serving in the Episcopal Diocese of the Susquehanna beginning on January 1, 2027.

SERVICE	RATE
1 Service (Saturday or Sunday)	\$175
2 Services (Saturday or Sunday)	\$215
3 Services (Saturday or Sunday)	\$235
1 Major Service (Holy Week, Christmas, Funeral)	\$175
1 Midweek Service	\$115

EXPLANATION

The Working Group on Clergy Compensation has been charged with reviewing clergy compensation in the Episcopal Diocese of the Susquehanna and with providing information and counsel to congregations, clergy, and the Diocese on clergy compensation matters. The compensation for clergy providing supply services in 2026 to congregations in the geographic area corresponding to the former Diocese of Bethlehem differed from the compensation for clergy providing supply services to congregations in the geographic area corresponding to the former Diocese of Central Pennsylvania. This resolution, if adopted, will resolve those differences so that the compensation for Supply Clergy will be consistent throughout the Diocese of the Susquehanna.

Diocese of the Susquehanna
1st Convention
October 3, 2026

Title: **Compensation for Vocational Deacons to allow participation in the Church Pension Fund**

Submitted by: Rev. Wilson Colón, Deacon, Cathedral Church of the Nativity, Bethlehem; Rev. Jennifer Burkhardt, Deacon, Church of the Mediator, Allentown; Rev. Anne Flynn, Deacon, The Diocese of the Susquehanna; Rev. Dale Granfield, Rector, Church of the Mediator, Allentown; Rev. Jane Miron, Archdeacon, The Diocese of the Susquehanna; Rev. Midge Pendergast, Deacon, St. Gabriel's Episcopal Church, Douglassville; The Very Rev. Jon Stratton, Dean, The Cathedral Church of the Nativity, Bethlehem; Mrs. Nancy Tkacs, Senior Warden, Trinity Episcopal Church, Mt. Pocono

Resolved, That the 1st Convention of the Diocese of the Susquehanna declares it to be the policy of this diocese that all active vocational deacons shall be paid amounts sufficient to enable them to participate in programs offered by the Church Pension Fund; and be it further

Resolved, That this Convention requires that all congregations in the Diocese of the Susquehanna served by vocational deacons, excepting deacons listed as retired in the parochial report, pay such deacons an honorarium of one-hundred dollars (\$100) per month, effective January 1, 2027, and make the corresponding contribution to the Church Pension Fund of eighteen percent (18%); and be it further

Resolved, That beginning in fiscal year 2027, every congregation or organization served by vocational deacons, excepting deacons over the mandatory retirement age of 72, shall pay such deacon an honorarium of one-hundred dollars (\$100) per month and make the corresponding contribution to the Church Pension Fund of eighteen percent (18%); and be it further

Resolved, That such an honorarium is subject to the Letter of Agreement (LOA) signed with the Diocesan Bishop and is in addition to the reimbursement of expenses incurred by deacons in ministry, travel, continuing education, and professional organizations appropriate to the function of deacons in their ministry.

Explanation

Vocational deacons in the Diocese of the Susquehanna serve in their parish and diocesan positions as volunteer clergy without remuneration. The Church Pension Fund provides

resources for clergy and lay employees of the churches in the Episcopal Church. One of these resources is CREDO, a wellness resource that helps both active and retired clergy pension plan participants by presenting a holistic approach to wellness for mind, body, spirit, and heart. Participants examine and evaluate their health and wellness from the spiritual, vocational, physical, and emotional health and financial points of view.

The Church Pension Fund also provides pension and retirement savings plans, and educational services. These resources are not available to deacons who are not enrolled in the Church Pension Fund.

General Convention #81 (2024) passed Resolution A135-Compensation for Non-Stipendiary Clergy, encouraging each diocese to pay active non-stipendiary clergy under the age of 72 a minimum of \$25 per month, plus assessments to the Church Pension Fund.

As per the Association for Episcopal Deacons, the following dioceses have passed a resolution which includes remuneration for deacons, plus the Church Pension Fund assessments of 18%: Arizona, Atlanta, Connecticut, Easton, El Camino Real, Georgia, The Great Lakes, Indianapolis, Iowa, Kentucky, Lexington, Long Island, Massachusetts, Maryland, Missouri, Montana, New Jersey, New York, Northwest Texas, Olympia, Pennsylvania, Rhode Island, Vermont, Virginia, Washington, Western Massachusetts, Wisconsin.

This resolution is not intended in any way to suggest that the proposed payments adequately compensate deacons for the work they do. The object is to give deacons access to Church Pension Fund resources. The Diocese of the Susquehanna prides itself in living our Baptismal Covenant respecting the dignity of every human being and striving for justice. Passing this resolution is another step on our journey of justice for all.

Designated contact person for this resolution:

Name: Rev. Wilson Colón, Deacon, Cathedral Church of the Nativity, Bethlehem

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Co-sponsors:

Rev. Jennifer Burkhardt, Deacon, Church of the Mediator, Allentown

Rev. Anne Flynn, Deacon, The Diocese of the Susquehanna

Rev. Dale Granfield, Rector, Church of the Mediator, Allentown

Rev. Jane Miron, Archdeacon, The Diocese of the Susquehanna

Rev. Midge Pendergast, Deacon, St. Gabriel's Episcopal Church, Douglassville

The Very Rev. Jon Stratton, Dean, The Cathedral Church of the Nativity, Bethlehem

Mrs. Nancy Tkacs, Senior Warden, Trinity Episcopal Church, Mt. Pocono

Resolution for the First Convention
Of the Diocese of Susquehanna

Title: Repudiating the Doctrine of Discovery

Sponsors: Canon Dr. Anthony Cedric Alexander, D.MIN. Sharon S. England, JD, MSW, The Rev. Celal J. Kamran, Suzan McGary, MD, The Rev. Rebecca Myers, MSW, The Rev. Deacon Margaret Pendergast, Sarah Reid, Lynette Wade

RESOLVED that the First Convention of the Diocese of Susquehanna repudiates and renounces the Doctrine of Discovery as fundamentally opposed to the Gospel of Jesus Christ and to our understanding of the inherent rights given by God to all peoples, and requires that this declaration be proclaimed throughout the churches of the diocese; and be it further

RESOLVED that the diocese encourage all Episcopalians to deepen their understanding of the Indigenous Peoples whose ancestral lands are now incorporated by the Diocese of the Susquehanna including the Lenape (Delaware), Susquehannock (Conestoga), Haudenosaunee (Iroquois) Confederacy, Munsee, Shawnee, Nanticoke, Massawomeck (Mohawk, Oneida, Onondaga, Cayuga, and Seneca, and the Tuscarora) and Peoples whose names we do not know. We encourage all Episcopalians to expand their knowledge of Indigenous history within the geopolitical boundaries claimed by the United States, to engage in respectful, faith-centered dialogue about the Episcopal Church's role in the colonial subjugation of Indigenous Peoples, and to support Indigenous communities in their ongoing efforts for inherent sovereignty and fundamental human rights; and be it further

RESOLVED that the First Convention of the Diocese of Susquehanna directs the diocese to examine its history, culture, policies, and programs to uncover the impact of the Doctrine of Discovery and to eliminate its continuing influence; and be it further

RESOLVED that First Convention of the Diocese of Susquehanna revise the Land Acknowledgment prepared by the Legacy Diocese of Bethlehem to incorporate the lands of the Legacy Diocese of Central Pennsylvania, and present a revised Land Acknowledgment for adoption at the Second Convention of the Diocese of Susquehanna in 2027.

EXPLANATION

The Doctrine of Discovery asserted that Christian rulers had the authority to claim dominion over non-Christian lands with the sanction of the Church. Rooted in 15th century theology and law, the doctrine continues to influence court decisions and governmental policies that dispossess Indigenous Peoples of their lands and disrupt their cultural and spiritual life.

In 2009, the 76th General Convention formally repudiated the Doctrine of Discovery, recognizing it as incompatible with the Gospel and with the God-given dignity and rights of all peoples. That action committed the Church to proclaiming this repudiation within our congregations and to sharing it with the United Nations and with all nations and peoples within the geographic boundaries of The Episcopal Church.

The Episcopal Church is engaged in an ongoing review of its policies, programs, and structures to identify where the Doctrine of Discovery has shaped our institutional life and to remove its continuing influence. This resolution supports that work of truth-telling, repentance, and repair.

Resolution for the Diocese of the Susquehanna

Title: **Diocesan Response Regarding Israeli Conduct in the Occupied Palestinian Territories and the Call of Palestinian Christians**

Submitted by: Scot Dressler, Campus and Youth Minister at the Cathedral Church of the Nativity, The Rev. Faith D'Urbano, The Very Rev. Jon Stratton, The Rev. Celal Kamran, Cathy Bailey, Delegate, Leo Atkinson, Delegate, The Rev. Scott Allen, The Rev. Canon Rodney Conn and The Rev. Canon Maryann Sturges

RESOLVED, that this Convention of the Diocese of the Susquehanna accepts the call of Palestinian Christians to stand in solidarity with them and their fellow Palestinians in non-violent resistance to the ongoing occupation; and be it further

RESOLVED, that this Convention recognizes that the State of Israel is responsible for the commission of genocide in Gaza in accordance with the findings of the United Nations Independent International Commission of Inquiry on the Occupied Palestinian Territory, including East Jerusalem, and Israel report of 16 September 2025; and be it further

RESOLVED, that this Convention calls on those people and bodies who invest on behalf of the Episcopal Diocese of the Susquehanna to implement and demonstrate a process of review of their investment policies in the light of the International Court of Justice Advisory Opinion of 19 July 2024 on the illegality of the occupation of Palestinian territory; and be it further

RESOLVED, that this Convention commits to a better understanding of the situation in Israel and Palestine by hearing the Kairos Palestine Declaration (2009), the Cry for Hope (2020), the Call for Repentance (2023) and Kairos Palestine II (2025) as heartfelt expressions of the lived experience of Palestinian Christians and encouraging the Diocese of the Susquehanna at all levels to engage with those documents as part of an effort for greater understanding of the situation

EXPLANATION

The General Synod of the Church of England voted on 12 July 2026 to stand in solidarity with and hear the voices of Palestinian Christians, thereby establishing a responsive precedent for provinces of the Anglican Communion to respond to and seek greater understanding of the ongoing humanitarian crisis in the occupied Palestinian

territories. Additionally, the findings of the United Nations Independent International Commission of Inquiry on the Occupied Palestinian Territory, including East Jerusalem, and Israel report of 16 September 2025 determined the State of Israel to be responsible for the commission of genocide in Gaza. This resolution is offered in light of these events, and in consideration of the fact that the 80th General Convention of the Episcopal Church encouraged all institutional investors across the Church to adopt faithful and ethically responsible investing for their investment programs and portfolios and to manage their investment assets using the following elements of ethically responsible investing: ethical and theological guidelines for investment selection and management; shareholder engagement, including voting proxies; and investing for responsible social and environmental outcomes as well as for financial return (2022-A073).

SUPPORTING INFORMATION

- a) Read the motion adopted by General Synod of the Church of England responding to the call of Palestinian Christians to stand in solidarity with them:
<https://www.churchofengland.org/media/news-and-press-releases/synod-votes-st-and-solidarity-palestinian-christians-and-hear-their-voices-amended-motion>
- b) Read the International Court of Justice Advisory Opinion of 19 July 2024 on the illegality of the occupation of Palestinian territory:
<https://www.icj-cij.org/sites/default/files/case-related/186/186-20240719-adv-01-00-en.pdf>
- c) Read the Legal analysis of the conduct of Israel in Gaza pursuant to the Convention on the Prevention and Punishment of the Crime of Genocide by the UN Independent International Commission of Inquiry on the Occupied Palestinian Territory, including East Jerusalem, and Israel: [a-hrc-60-crp-3.pdf](#)
- d) Read the Kairos Palestine Declaration:
<https://www.oikoumene.org/resources/documents/kairos-palestine-document>
- e) Read the Cry for Hope: <https://cryforhope.org/>
- f) Read the Call for Repentance:
[https://www.kairospalestine.ps/images/A Call for Repentance An Open Letter from Palestinian Christians 1.pdf](https://www.kairospalestine.ps/images/A%20Call%20for%20Repentance%20An%20Open%20Letter%20from%20Palestinian%20Christians%201.pdf)
- g) Read Kairos Palestine II:
[https://www.kairospalestine.ps/images/Final Kairos document II English.pdf](https://www.kairospalestine.ps/images/Final%20Kairos%20document%20II%20English.pdf)

Diocese of the Susquehanna
1st Convention
October 3, 2026

Title: Study of Healing practices in TEC

Sponsors: Margaret M. Pendergast, PhD., NCSP (Deacon); The Rev Tim Alleman; Cathy Bailey; The Rev Jane Bender; The Rev Dr. Ginger Bennett; Sharon S. England, JD, MSW; The Rev Anne Flynn (Deacon); The Rev. Canon John R. Francis MDiv, ThM; Paul A. Golrick; The Rev. Barbara Hutchinson; The Rev. Kurt K. Kovalovich DPM; Joe Krawlzik; Jessica Larkin; The Rev Jennifer Mattson; The Rev John Marcantonio; Archdeacon Jane Miron; Cynthia Nortey RN; The Rev Jim Rinehart; The Rev Brian K Shaffer PhD, LPC, ICAADC (Deacon); Chris Spohn; The Rev Chris Sutton, RN (Deacon); The Rev Maria Tjeltveit; The Rev Susan Treanor; The Rev Andrew Van Buren; The Rev Bryce Wandrey; Ryan Wehr; The Rev Canon Kate Harrigan; David Wirick; The Rev Donna H. Barthle (Jodie)

RESOLVED: That this First Convention of the Episcopal Diocese of the Susquehanna concurs with a Resolution adopted at the 82nd General Convention to allocate \$15,000 and further direct the Office of Research and Statistics to research and perform all necessary statistical analysis sufficient to report to the 83rd General Convention on the frequency and best practices regarding the adoption of healing services and contemplative practices by parishes and faith communities.

EXPLANATION

There is a need for data to explore the various forms, frequency, and practices of Healing in the Episcopal Church. This includes, but is not limited to:

- the annual frequency of Public Services of Healing in parishes in each Province
- the number of bishops blessing oils for the Sick at a Chrism mass or other service
- whether contemplative practices are available in parishes

There is a desire to have guidance, materials, and best practices regarding the blessing and distribution of Oils for the Sick explored and published as well as a discussion regarding worship services incorporating Healing Prayers using the structure for liturgy from the Book of Common prayer page 400-401,453-456 and Enriching Our Worship.

All this should be included in a report submitted to the 83rd General Convention.

Resolutions regarding Healing have not been a regular subject for the General Convention:

- 2022 -NONE
- 2018- NONE
- 2015- A047 – Address Moral and Spiritual Healing for Traumatic Stress Injustice
- 2015 – A159 – Promote a Healing Ministry to those Affected by Addiction
- 2015 – A166 – Commend the Institute for healing of Memories D078
- 2000 – D083 – Support Ministry for those Suffering from Post-Abortion Stress
- 1991 – A062 – Affirmation and Promote Knowledge of Christian Healing

The Canons and Constitutions do not list Anointing or Healing as a Topic. The “Topics” for Search of past legislation do not list Anointing or Healing as a primary topic. Formation programs for prayer teams, witness, and safety are not available for developing clergy and lay ministries and many priests report little or no training for healing in seminary.

We find that a greater focus on Anointing or Healing is consistent with scripture as Jesus said, “they would do even greater things than these.’ John 14:12-14. “Come to me all you who are weary and burdened and I will give you rest” Matt 11:28-30.

Both research and literature support this research as a component part of supporting the study of anointing and healing as a vehicle to reach faith communities in new ways.

- Current research indicates that meditation provides improvement in the neuroplasticity of the brain, reduces stress, strengthens memory, learning and attention. (Newberg, How God Changes the Brain and Miller, The Awakened Brain).
- Additional research indicates exposure to awe and everyday wonder (Keltner) enhances wellbeing. (Bs. Rob Wright, article March 2025 includes ‘Bravery Formation’ among other attributes for the future of the church).
- Cynthia Bourgeault, Episcopal priest and author, met with the House of Bishops in 2022; her My Theology book, The Corner of Fourth and Nondual references Thomas Merton.
- The ecumenical Order of St. Luke (OSL); offers study analyzing 50+ bible passages of Jesus’ healing.
- Stephanie Spellers, Canon to the Presiding Bishop (Michael Curry) for Evangelism and Reconciliation has written about community outreach as a form of Evangelism.

Designated contact person for this resolution: Margaret M. Pendergast, PhD., NCSP (Deacon)

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