

## **Resolution D165(a)**

### **Regarding lay pensions**

The pension requirements for lay employees of the Episcopal Church were established in 1991 by Resolution D165(a) passed by the 70th General Convention:

#### **Title: Require Episcopal Church Bodies to Provide a Pension Plan for Lay Employees**

**Resolved**, the House of Bishops concurring, That all Parishes, Missions, and other ecclesiastical organizations or bodies subject to the authority of this Church, and any other societies, organizations, or bodies in the Church which under the regulations of the Church Pension Fund have elected or shall elect to come into the pension system, shall provide all lay employees who work a minimum of 1,000 hours annually retirement benefits through participation in the Episcopal Church Lay Employees Retirement Plan (ECLERP) or in an equivalent plan, the provisions of which are at least equal to those of ECLERP. Such participation shall commence no later than January 1, 1993. At its commencement, if the plan is a defined benefit plan, the employer contribution shall be not less than 9 percent of the employee's salary; if the plan is a defined contribution plan, the employer shall contribute not less than 5 percent and agree to "match" employee contributions of up to another 4 percent; and be it further

**Resolved**, That the employer may impose a minimum age of 21 years and a minimum employment period not to exceed one year of continuous employment before an employee would be eligible to participate; and be it further

**Resolved**, That the Trustees of The Church Pension Fund shall have authority to increase or decrease the contribution percentages required for the lay pension plan; and be it further

**Resolved**, That each Diocese of this Church shall implement this resolution by Diocesan Canon or appropriate resolution.

Citation: General Convention, Journal of the General Convention of...The Episcopal Church, Phoenix, 1991 (New York: General Convention, 1992), p. 401.