

**RESOLUTION TO BE PRESENTED TO  
THE THIRTY-SIXTH ANNUAL CONVENTION**

*(Canon 1, Sec. 9)*

PROPOSER/PARISH/MISSION \_The Rev. Joe T. Porter/retired\_\_\_\_\_

ENDORSER/PARISH/MISSION \_The Rev. Drew Woodruff/St. Mary's Cathedral\_\_\_\_\_

ENDORSER/PARISH/MISSION \_The Rev. James Newsom/retired\_\_\_\_\_

The benefit system employed by the Church Pension Fund is inherently inequitable and should be corrected. Clergy who are employed in larger, wealthier parishes benefit far greater in retirement than those clergy who labor in smaller parishes and missions. The inequities are astounding. In one example a retired priest with 40 years of service in "cardinal parishes" receives a monthly check of \$9,000 while another priest who served 40 years in small churches in Appalachia receives \$3,500 per month. Who but God alone could judge which of these two worked harder in spreading the Good News of Jesus Christ. Those clergy who are fortunate enough to command high salaries during their years of service have tax advantaged means (403b, IRA) to set aside discretionary funds for retirement which are not possible for the lower salaried priests. It would be better, fairer, and more consistent with the ethics of Jesus that clergy be equally compensated at least in their retirement years.

The current practice of the CPF also discourages clergy from committing to mission work and tenures in small churches. This ministry is vital to the Church but the inequities built into the pension plan dissuade people from entering into it as a lifetime work.

Another shortcoming of the pension system is in the treatment of women. Overall women are not paid the same as male clergy, there are not many women "cardinal" clergy compared to men, and women are often the last ones to find jobs. They most often serve as assistants, supply, part time, and many are just unemployed.

Most Provinces of the Anglican Communion as well as the United Methodist Church equalize pensions in retirement based solely on years of service.

THEREFORE BE IT Resolved that: The Diocese of West Tennessee request the next General Convention of the Church to instruct the Church Pension Fund to design and implement as quickly as possible a prudent method by which Church Pension Fund beneficiaries will receive equal pensions in retirement based solely on the number of credited years served.

*Rules of Order: III. Resolutions 3.04*

*Resolutions may be proposed only by: Clerical Members and Lay Delegates, the Bishop and Council, the Standing Committee on Canons, the Standing Committee on the Church Pension Fund, Vestries and Mission Councils. Each such resolution authored by a clergy or lay delegate or any other person(s) authorized by Canon shall be endorsed by not less than two other clergy or lay delegates, all of whom are from different congregations.*