

## **Resolution for General Convention 2009: Establishing The Denominational Health Plan**

*Resolved*, the House of Bishops concurring, **That this Church establish The Denominational Health Plan of this Church for all domestic Dioceses, Parishes, Missions, and other ecclesiastical organizations or bodies subject to the authority of this Church, for Clergy and Lay employees who are scheduled to work a minimum of 1,500 hours annually, in accordance with the following principles:**

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