Diocesan Lay Pension Policy

BE IT RESOLVED, in reference to General Convention Resolution A138 adopted by the 76th General Convention of The Episcopal Church; with the passing of Resolution C042 in 2012; and, with Title I, Canon 8 of the Episcopal Church; the Diocese of West Texas requires all Parishes, Missions, Schools, other ecclesiastical organizations, and entities subject to the authority of the Church, to adopt a Lay Employee Pension System for employees who are scheduled to work a minimum of 1,000 hours annually in accordance with the following principles:

- Lay Employee Pension Plan is Lay Defined Contribution (DC)*;
- Employer must contribute a minimum of five (5) percent of the employee's compensation.*
- Employer must match at least four (4) percent of the employee's contributions.
- Lay Employee Pension System shall be designed and administered by the Trustees and Officers of the Church Pension Fund; the investment managers of the system shall initially include, but not necessarily be limited to, The Church Pension Fund and, in the case of a defined contribution plan offered to school employees, TIAA-CREF;

**The Lay Defined Benefit (DB) is the plan for some diocesan and church employees. DB was the original Lay Pension Plan. The employer of an employee with the DB plan must contribute nine (9) percent of the employee's compensation.*

Adopted by the Executive Board: September 29, 2020