

Policy on Secular Employment of Clergy



The Right Reverend Scott B. Hayashi, Eleventh Bishop of Utah

Policy Number: C005

Revision Number: 0

Approved by the Bishop and Diocesan Council: December 20, 2014



The Episcopal Diocese of Utah Policy on Secular Employment

Policy Number: C005

December 20, 2014

PURPOSE/DEFINITION

The General Canons of The Episcopal Church require Members of the Clergy to first obtain the consent of the Bishop before engaging in any secular employment calling or business. The Canons do not, however, contain any criteria or guidelines for the Bishop in providing or withholding such consent. As an increasing number of clerics are expected to be engaged in some form of secular employment or business as a result of fewer Church positions offering full-time employment and compensation, there is a need to provide clerics and the Bishop with some criteria by which to decide what employment or business activities will or will not be approved.

Generally, it is expected that consent will be given to most forms of employment or business activity that is lawful and which helps support the cleric in fulfilling her/his obligations to the Ministry of the Church. For the purposes of these guidelines and the Canons, “employment” means any form of labor or work activity for which the person is paid a salary, wage, commission or other specific monetary consideration. “Business” activity would include any retail, professional service or investment enterprise (other than personal investment management), for which the person is generally compensated by sales, commissions, corporate distributions, fees, etc.

The number and variety of activities to which this canon could apply is too great to reasonably describe all of the acceptable forms, and it may be more helpful to identify examples of secular employment or business choices that would be unacceptable. The following examples reflect choices which would be inimical to the interests of the Church and, therefore, would be unacceptable:

- Work which would unduly interfere with the time requirements or scheduling of Church employment or duties.
- Work which would require absences from the community such that ministry obligations and pastoral responsibilities would foreseeably be neglected or abandoned.
- Work which would preclude a minimally acceptable level of participation in the life of the wider Diocese.
- Work that would create an unfavorable public impression of the Church, or bring scandal upon the Church.
- Work that would create an unacceptable risk of liability to the Church.
- Work that would involve the use of Church property or equipment for non-exempt purposes



The Episcopal Diocese of Utah Policy on Secular Employment

Policy Number: C005

December 20, 2014

- Work that would create dual relationships in violation of boundaries policies
- Work that would include or create conflicts of interest that could not fairly be resolved by waivers.
- Work that would adversely affect Church relationships with other faith communities or other community interests.