

Amendment: Bylaw 4.05(3)(b) CLERGY - EQUALIZED COST OF PRIESTLY SERVICES to read as follows:

- b) In the second part of ECOPS each parish is assessed an Equalization Amount. This amount is calculated as the Equalization Total multiplied by the parish's Equalization Ratio for the year of assessment. A Parish's Equalization Ratio is the difference between the total Diocesan Assessable Income, plus Incumbent Costs, divided by the Parish's three-year average Assessable Income, plus its Incumbent Costs for the same period. The Equalization Total for the year is the difference between the total actual COPS for all stipendiary clergy in the Diocese for the year in question minus the total Base COPS assessed to parishes for the same year.

*Presented at Synod 2013*