

**A Resolution Establishing Minimum Clergy Compensation for 2019**  
**Approved by Diocesan Council - September 15, 2018**

**PROPOSER:** Diocesan Council

**RESOLVED:** That the 186th Convention of the Diocese of Vermont approve the recommendation of the Diocesan Council that the minimum 2019 full time Total Clergy Compensation (TCC) for priests receiving compensation in the Diocese of Vermont be \$64,875 of which \$43,920 (67.7%) represents the stipend portion. This minimum TCC is all-inclusive and has been designed to compensate for stipend, housing, utilities, SECA reimbursement and equity allowance, when applicable. For clergy living in church provided housing, the actual total value of the Fair Rental Value of the property plus actual utilities provided will be used when determining minimum TCC. Travel allowance shall be reimbursed at the current IRS standard rate; and be it further

**RESOLVED:** That the 186th Convention of the Diocese of Vermont endorses a corresponding minimal increase for the year 2019 of 2.0% in monetary compensation to all compensated clergy and lay employees throughout the Episcopal Church in Vermont.

**EXPLANATION:**

Canon 6.7 of the Episcopal Diocese of Vermont requires that Diocesan Council annually review the minimum stipend for full-time equivalent clergy and the travel allowance and make recommendations to the Convention. Such a minimum shall be binding on all parishes and missions upon ratification of the Convention.

The recommended TCC for 2019 represents a 5.5% increase from the 2018 TCC minimum and is based on figures supplied by the Church Pension Fund of the 2017 median TCC in Province One for clergy serving congregations with less than 75 Average Sunday Attendance (ASA). This was the agreed upon formula for determining minimum Total Clergy Compensation adopted by the 2016 Diocesan Convention.