

Resolution Establishing Minimum Clergy Compensation for 2020

SPONSOR: Diocesan Council (as approved on September 7, 2019)

Resolved, That the 187th Convention of the Diocese of Vermont approve the recommendation of the Diocesan Council that the minimum 2020 full time Total Clergy Compensation (TCC) for priests receiving compensation in the Diocese of Vermont is proposed to be – \$66,690, of which \$45,149 (67.7%) represents the stipend portion; this proposed increase to be adjusted when the 2018 data is available from Church Pension Fund for the median TCC in Province One for clergy serving congregations with less than 75 Average Sunday Attendance (ASA); 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 187th Convention of the Diocese of Vermont endorse a corresponding minimal increase for the year 2020 of 2.8% 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 2020 represents a 2.8% increase from the 2019 TCC minimum of \$64,875. In adopting this Resolution, Diocesan Council authorized the Bishop and Canon to the Ordinary to revise the numbers, if when the Church Pension Group information for 2018 is received, they are different that what are contained in this document. The figures to be supplied by the Church Pension Fund are of the 2018 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.