

## #2 Establishing Minimum Clergy Compensation for 2026

SPONSOR: Diocesan Executive Council (approved August 19, 2025)

CONTACT PERSON: The Rev. Canon Linda Grenz: [transition@diovermont.org](mailto:transition@diovermont.org)

RESOLVED, That the 193<sup>rd</sup> Convention of the Diocese of Vermont\* approve the 2026 minimum for the Cash Stipend (including housing allowance/value of housing<sup>1</sup>) for full-time clergy with no experience, as \$70,492; this includes the recommended Cost of Living Increase of 2.7% and would apply proportionally to part-time clergy; and be it further

RESOLVED, That the Convention approve the following remunerations for Locally Ordained Priests serving actively in a parish and (vocational) Deacons serving actively in a parish: a minimum of \$25 per month plus the required contribution to the Church Pension Fund and expense reimbursements; and be it further

RESOLVED, That the Convention recommend a 2.7%<sup>2</sup> minimum cost of living increase (COLA) for all compensated clergy and lay employees; and be it further

RESOLVED, That the Convention recommend a \$500 increase over the above minimum compensation for each year of ordination for all new full-time compensated clergy, followed by an annual increase of \$500 for all current full-time compensated clergy and lay employees, applied proportionally to those employed part-time; and be it further

RESOLVED, That the Convention recommend a 5% equity allowance for clergy living in church supplied housing; and be it further

RESOLVED, That the Convention recommend the minimum rates for Supply Clergy as:

- One Service with sermon: \$175 plus mileage/expenses
- Holiday services (Christmas, Ash Wednesday, Maundy Thursday, Good Friday, Easter Eve or Easter day): \$225 plus milage/expenses
- One Service without sermon (lay preacher): \$100 plus milage/expenses
- Two Services on one Sunday with sermon: \$225 plus milage/expenses
- Two Services on one Sunday without sermon (lay preacher): \$150 plus milage/expenses
- Weddings and funerals that include meetings in addition to the service need to provide additional compensation at \$40/hr. in addition to the worship service charge above
- Other services such as pastoral care, providing training, etc. \$25-35/hr. for the visitation/training time plus milage, and if extensive preparation is required, compensation for a number of hours agreed upon in advance;

and be it further

RESOLVED, That the Convention recommend that the Anthem BCBS BlueCard PPO 80 health insurance plan, the Anthem BCBS BlueCard MSP PPO 80 health insurance plan for those over 65 and the Delta comprehensive dental plan insurance be established as the minimum plans offered to clergy and lay employees.

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<sup>1</sup> Value of church provided housing is computed as 30% of the Total Clergy Compensation (salary, housing allowance, utilities, bonuses and the experience factor + half of SECA).

<sup>2</sup> 2.7% is the estimated COLA by the Social Security Administration as of August 2025.

## EXPLANATION

The compensation resolution is similar to those passed annually. The recommended COLA is 2.7% which is what the Social Security Administration projects in August 2025. It may drop to 2.6% in the next two months but this is not a significant difference, so the recommendation is 2.7%.

The health insurance rates will likely increase (the new rates are not yet available), but since there are no projected major changes, the recommendation is the same as it was for last year.

All of the other items (\$500/year experience factor, supply rates, etc.) remain the same, as some of those items were increased last year.

*\* **Convention numbering:** While numbering of Convention Journals and the numbering used in resolutions have been consistent since 2021, discrepancies prior to 2021 meant the numbering has been off by a year. All 2024 Convention documents identified it as the 191<sup>st</sup> Convention, but it should have been identified as the 192<sup>nd</sup> Convention. The 2025 Convention documents are corrected to the 193<sup>rd</sup> Convention, and any references to future and past conventions are consistent with this correction.*