#2 Establishing Minimum Clergy Compensation for 2027 - Corrected

SPONSOR: Compensation Committee and the Diocesan Executive Council

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RESOLVED, That this 194th Convention of the Diocese of Vermont approve the 2027 minimum for the Cash Stipend (including housing allowance/value of housing) for full-time priests with no experience as $73,030; this includes a minimum US Social Security Rate Cost of Living Increase of 3.6% and shall apply proportionally to part-time priests, and be it further

RESOLVED, That this 194th Convention of the Episcopal Diocese of Vermont approve the following remuneration 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 this 194th Convention of the Episcopal Diocese of Vermont recommend a minimum cost-of-living increase (COLA) as established by the Social Security Administration for all compensated priests and lay employees; and be it further

RESOLVED, That this 194th Convention of the Episcopal Diocese of Vermont recommend a $500 increase over the above minimum compensation for each year of employment as an ordained priest for all new full-time compensated priests, followed by an annual increase of $500 for all current full-time compensated priests and lay employees, applied proportionally to those employed part-time; and be it further

RESOLVED, That this 194th Convention of the Episcopal Diocese of Vermont recommend a 5% equity allowance for priests living in church-supplied housing; and be it further

RESOLVED, That the Convention establish the following minimum compensation rates for supply priests, plus mileage and other reasonable expenses:

Supply Ministry	**Minimum Compensation**
One Service with Sermon	$225
Special Service*	$275
One Service without Sermon	$150
Two Services on the Same Day with Sermon	$300
Two Services on the Same Day w/o Sermon	$200
Additional Ministerial Time	$75 per hour

*Special Services include Christmas Eve/Day, Ash Wednesday, Maundy Thursday, Good Friday, Easter Eve/Day, Weddings, Funerals, Baptisms (which should be administered within the Eucharist as the chief service on a Sunday or other feast), and other principal feast or holy day services requiring comparable preparation.

RESOLVED, That supply priests are intended to provide temporary or occasional ministerial coverage and are not ordinarily intended as a long-term substitute for an appropriate settled priest relationship; and that when a congregation without a settled priest relies upon supply priests for more than **eight Sundays within a six-month period**, whether through one priest or multiple priests, the congregation shall consult with the appropriate diocesan staff regarding its ongoing ministry and clergy-transition plan, including whether the frequency, duration, or nature of the supply relationship creates an appropriate or required Letter of Agreement, pension contribution, or other compensation or employment obligation consistent with the canons and policies of the Diocese and The Episcopal Church; and be it further

RESOLVED, That this 194th Convention of the Episcopal Diocese of Vermont 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, and that all plans should be paired with the Health Reimbursement Account unless otherwise negotiated as part of a Letter of Agreement.

RESOLVED, That this 194th Convention of the Episcopal Diocese of Vermont recommends that the Employee Assistance Program coverage be provided to all employees who are not enrolled in a Diocesan health plan (EAP coverage is included in diocesan health plans.)

EXPLANATION

The Compensation Committee annually reviews minimum clergy compensation, benefits, and recommended compensation for supply priests. For 2027, the Committee recommends a cost-of-living adjustment of 3.6%, resulting in minimum full-time cash compensation of **$73,030** (including housing allowance/value of housing).

As part of its 2027 review, the Committee undertook a broader examination of supply-priest compensation in Vermont and other dioceses across the country. As a result of this examination, increases are being proposed to supply priest compensation.

The Committee also considered the distinction between the appropriate use of supply priests for temporary or occasional coverage and the use of supply priests as an ongoing staffing model.

The proposed resolution therefore establishes a point of consultation when a congregation without settled priest relies upon supply priests for more than eight Sundays within six months. It does not prohibit continued use of supply priests or automatically impose additional compensation or pension obligations. Rather, it provides an opportunity for the congregation and Diocese to consider the congregation's ongoing ministry and transition plan and to determine whether the frequency, duration, or nature of a particular priest relationship has created, or appropriately should create, a Letter of Agreement, pension contribution, or other compensation or employment obligation.

The intent is not to discourage the valuable ministry provided by supply priests or to penalize congregations navigating vacancies and transitions. It is to recognize that **supply ministry is intended principally as temporary or occasional coverage, rather than as an indefinite substitute for an appropriate settled priest relationship**, and to ensure that congregations receive appropriate diocesan guidance when a supply arrangement becomes an ongoing pattern.