

## **Proposed Resolution Regarding Clergy Compensation Minimums**

**Resolved**, that the One Hundred Twenty-seventh Annual Meeting of the Church in the Diocese of Los Angeles define the Total Clergy Compensation (TCC) as the total of cash stipend + utilities allowance + housing (valued at 30% of salary when housing is provided or a cash housing allowance that reflects actual housing costs & is authorized annually by the Vestry when housing is not provided) + SECA (Self Employment Contribution Act) reimbursement at 50% of cost + all other cash compensation paid to an individual clergyperson. TCC does not include benefits (e.g. pension, health or dental insurance) or reimbursements for job-related expenses such as mileage; and be it further

**Resolved**, that the **minimum** TCC for active parochial clergy, applicable to a full-time rector, vicar, priest-in-charge, interim, or chaplain who directs programs and sets policies, is set at \$70,000, plus \$4000 for every five years of prior service, up to a maximum of fifteen years; and be it further

**Resolved**, that the **minimum** TCC for full-time assisting clergy be no less than 2/3 of the TCC of the priest or chaplain in charge of the congregation or other ministry; and be it further

**Resolved**, that California COLA increases are to be included each year as part of the minimum salary increase; and be it further

**Resolved**, that in setting salary, employers consider, in addition to the minimum salary, appropriate compensation for years of applicable experience, languages spoken, size and complexity of the ministry, advanced training or degrees, and any other special circumstances; and be it further

**Resolved**, that part-time clergy serving in parishes and missions will have their number of working Sundays reflect compensation status:  $\frac{3}{4}$  time equals 3 out of 4 Sundays working, or whatever schedule of working Sundays is suitable for both the congregation and the clergyperson, e.g., 12 Sundays off during the summer; and be it further

**Resolved**, that clergy working part-time for two institutions whose total working hours qualify them for benefits will have the cost of their benefits shared proportionally by the two institutions; and be it further

**Resolved**, that the **minimum** standard for health insurance benefits is full coverage for the employee in one of the two most reasonable plans offered in the diocese by the Medical Trust, with additional coverage provided at the employee's expense through pre-tax payroll deduction; and be it further

**Resolved**, that all clergy currently employed may retain their current level of benefits under their current Letter of Agreement or other contract or understanding until such time as they leave their current employer; and be it further

**Resolved**, that the Compensation & Benefits Program Group review these standards annually, and update them as appropriate with the approval of the Diocesan Convention.

**Explanation:**

The clergy salary minimum has not been updated by Convention since 2006, at which time it was set at \$60,000, plus \$3000 for every five years of prior service, beginning in 2009. California COLA increases between 2009 and now would have raised that figure to \$80,196. The minimum salary in California for an exempt employee (except classroom teachers) is \$64,480 for 2023. The Compensation Working Group recognizes that this update of clergy compensation minimums is long overdue, and that the proposed resolution both fails to keep up with inflation and will present financial challenges for some congregations, institutions, and schools. Clearly, more work needs to be done developing resources to assist Episcopal institutions, especially those in search processes, to develop just clergy compensation & benefits packages appropriate to their particular settings.

Respectfully submitted by the Diocesan Compensation & Benefits Committee:

*Co-Chairs*

Canon Serena Beeks, the Rev. Jane Gould, the Rev. Canon Kelli Grace Kurtz, Ms. Diane Pound

*Members*

The Rev. Peter Browning, Ms. Christine Budzowski, Canon Anilin Collado, Ms. Karen James, the Rev. Yein Kim, Ms. Terry Knowles, Ms. Rebecca Mendoza, the Rev. Rachel Nyback, Mr. Peter Reinke, Mr. Kevin Wood