

Resolution Regarding the Establishment of a Diocesan Compensation & Benefits Program Group

Resolved, that the One Hundred Twenty-seventh Annual Meeting of the Church in the Diocese of Los Angeles request a Diocesan Compensation & Benefits Program Group be appointed by the Bishop Diocesan with the approval of Diocesan Council with membership comprised of clergy and lay leaders of Episcopal congregations, institutions, and schools of the Diocese, who reflect the demographic and geographic diversity of the Diocese; and be it further

Resolved, that the Compensation & Benefits Program Group will meet regularly, and report annually to the Diocesan Convention describing work done since the last Convention, and work identified for the coming year.

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 those churches which can afford to do so should consider \$80,196 a minimum starting salary figure, as it would be if the last minimum approved in 2009 had annual COLA increases of 3% added; 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.

Resolution Regarding Parity for Ordained and Lay Church Employees

Resolved, that the One Hundred Twenty-seventh Annual Meeting of the Church in the Diocese of Los Angeles reaffirms the action of the 111th Convention of the Episcopal Diocese of Los Angeles, which established the Living Wage as the minimum wage paid to all employees of institutions of the Diocese; and be it further

Resolved, that all Episcopal congregations, institutions, and schools familiarize themselves and comply with all State and Federal employment laws governing exempt and non-exempt employees; and be it further

Resolved, that the One Hundred Twenty-seventh Annual Meeting of the Church in the Diocese of Los Angeles affirms Resolution B026 of the 77th General Convention, which calls for participation in the Episcopal Church Medical Trust by December 31, 2012 and “parity in cost-sharing” of health insurance premiums for clergy and lay church employees by December 31, 2015; and be it further

Resolved, that employees working part-time for two Episcopal 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 all employees may retain their current level of benefits under their Letter of Agreement or other contract or understanding until such time as they leave their current employer; and be it further

Resolved, that all congregations, institutions, and schools examine parity of compensation & benefits for their lay and clergy employees, and work toward achieving parity; periodically, the Compensation & Benefits Program Group will ask Episcopal institutions to report on their plan for and progress toward parity.

Resolution Regarding the Diocese of Los Angeles’s Commitment to Engage with the Episcopal Church’s Covenant for the Care of Creation

Resolved, that the One Hundred Twenty-seventh Annual Meeting of the Church in the Diocese of Los Angeles, adopts the principles outlined in the Episcopal [Church’s Covenant for Care of Creation](#) – to grow our love for the Earth and all of life through preaching, teaching, storytelling and prayer; to stand alongside marginalized, vulnerable peoples, in order to advocate and act to repair Creation and seek the liberation and flourishing of all people; and to adopt practical ways of reducing our climate and other ecological impacts and living more humbly and gently on Earth as individuals, households, congregations, institutions, and as a diocese – as guidelines for diocesan action on matters of policy, administration, and governance concerning matters of creation care and climate change.

Resolution Regarding the Adoption of Guidelines for the Environmental Reformation of the Diocese of Los Angeles

Resolved, that the One Hundred Twenty-seventh Annual Meeting of the Church in the Diocese of Los Angeles, in order to align the Diocese with the guidelines presented in the churchwide “[Episcopal Covenant to Care of Creation - Putting it into Practice](#),” and General Convention 2022 (GC80) Resolutions [A020](#), [A087](#), and [D064](#), encourage the Bishop and Diocesan Council to identify and implement practical, cost-effective measures to address climate change in the day-to-day operation of the diocese; and be it further

Resolved, that Diocesan Council identify in detail, during fiscal year 2023, the costs and requirements to achieve certified carbon neutrality for the Diocese and its institutions, in accord with GC80 [A087](#), Net Carbon Neutrality by 2030; and be it further

Resolved, that Diocesan Council prepare a plan to measurably reduce the carbon footprint of travel by diocesan officials, employees, and deputies; and be it further

Resolved, that the Diocese and congregations develop plans for the cost-effect installation of solar panels on appropriate properties within the Diocese; and be it further

Resolved, that Diocesan Council develop plans for the creation of a climate finance program to empower individuals, households, and congregations throughout the Diocese to implement common-sense measures to address climate change; and be it further

Resolved, that Diocesan Council will work to educate, heighten awareness and provide resources addressing climate change and the care of God's creation to all children, youth and adults in the life of the Diocese; and be it further

Resolved, that Diocesan Council will work with the Bishop’s Commission on Climate Change to advocate for local, statewide, and federal regulation to address the systemic causes of climate change; and be it further

Resolved, that the Bishop’s Commission on Climate Change be asked to host a climate change town hall webinar in 2023, to educate and encourage further climate action within congregations and the Diocese; and be it further

Resolved, that the Bishop’s Commission on Climate Change be asked to establish working relationships with similar groups active in other California dioceses; and be it further

Resolved, that Diocesan Council will prepare a written and verbal report to the One Hundred Twenty-eighth Annual Meeting of the Diocese which will outline potential budget and staffing

implications as well as a plan for implementing these practical measures in the life of the Diocese; and be it further

Resolved, that each congregation be asked to name a liaison to the Bishop's Commission on Climate Change, for the purpose of receiving information and reporting on the implementation of efforts to address climate change.