

Resolution for Compensation for Non-Stipendiary Clergy

Resolved, That the 136th Convention of the Diocese of Oregon joins the 81st General Convention of The Episcopal Church (GC81 A135: <https://www.vbinder.net/resolutions/608?house=HD&lang=en>) to strongly encourage all congregations to pay all currently active non-stipendiary clergy under the age of 72, canonically resident in and serving in the ECWO with a current letter of agreement with the congregation they serve, a modest regular stipend and associated assessment to the Church Pension Group (CPG), sufficient to enable that clergy participation in the programs and services available through the CPG; and

Resolved, That this resolution will go into effect January 1, 2025; and

Resolved, That two or more congregations served by the same clergy person must agree in a timely manner on the fair allocation among them of the costs of the clergy's compensation and associated assessment to CPG, and a process for payment; and

Resolved, That compensation paid under this resolution does not replace other payments by congregations or the diocese for clergy expenses otherwise established in the letter of agreement.

Explanation:

Compensation for traditionally non-stipendiary clergy promotes equity, diversity, and inclusion for all who may feel called to ordination. Providing compensation for all our clergy is affirmation of the value of the work of non-stipendiary clergy and an investment in our future clergy.

The demands of needing to support self and family and of limited discretionary income are real barriers to answering God's call; these barriers are most felt by marginalized groups. Lack of compensation is an unwritten barrier to Episcopalians who are young, are without adequate employment, and/or are without resources to assist in planning for their futures.

The Church Pension Group cannot offer its valuable resources to clergy not enrolled with assessments paid to the Fund. Potential benefits for eligible clergy include but are not limited to CREDO, financial planning, insurance, disability and mental health resources, retirement pension (depending on years of assessment paid). Current minimums for enrollment are \$300/year for clergy plus \$54 to CPG. There is no cost to the Diocese.

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