

1 **Resolution for Compensation for Non-Stipendiary Clergy**

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

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

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

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

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21 **Explanation:**

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

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

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

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38 Co-Sponsors: Terri Hoffmann, St. Francis of Assisi, Wilsonville
39 Wes Sedlacek+, Samaritan Health Services, Lebanon
40 Gavin Shumate+, St. Stephen, Newport

41 Endorsed by: Brendan Barnicle+, St. Francis of Assisi, Wilsonville
42 Jennifer Creswell+, St. Andrews, Portland
43 Beth Ferguson, Trinity Cathedral, Portland
44 Nancy Gallagher+, St. John the Divine, Springfield
45 Dcn. Maureen Hagen, St. Stephen's, Portland
46 Dcn. Diane Higgins, Calvary, Seaside
47 Brian Jones, St. Stephen, Newport
48 Jeanne Kaliszewski+, St. John the Evangelist, Milwaukie
49 Dcn. Linda Lee, St. Timothy, Brookings
50 Beth Mallon+, St. James, Tigard
51 Alan Murray, All Saints, Portland
52 Dcn. Meredith Pech, Trinity, Ashland
53 Dcn. Greg Rainey, St. John the Evangelist
54 Barb Ross, Prince of Peace, Salem
55 Andria Skornik+, All Saints, Portland
56 Jordan Skornik, All Saints, Portland
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