

1 Resolution for Compensation for Non-Stipendiary Clergy (Substitute)

2 <Amended text as it would appear if adopted. Scroll below the line of asterisks (*****) to
3 see the version showing all deleted and added text.>

4
5 Resolved, That the 136th Annual Meeting of the Convention of the Episcopal Church in Western
6 Oregon (ECWO) authorize the establishment of a working group for the purpose of studying,
7 assessing, and fact-finding on the viability of providing a regular nominal stipend and an
8 assessment to the Church Pension Group (CPG), sufficient to enable clergy participation in the
9 programs and services available through the CPG, for all current active non-stipendiary clergy
10 under the age of 72, canonically resident in and serving in the ECWO; and be it further

11
12 Resolved, That this working group be appointed by the bishop or bishop designate within 60
13 days from the adjournment of this annual meeting, in collaboration and consultation with the
14 co-conveners of the Diocesan Deacon Council, be composed of at least 6 members, not more
15 than 8 – including 2 laity, 2 priests and 2 deacons, with the bishop or bishop designate as an ex-
16 officio member. The overall composition of this working group shall include demographic and
17 regional diversity; be it further

18
19 Resolved, That this working group shall conclude its work and report its recommendation to
20 the 137th Annual Meeting of the Convention of the Episcopal Church in Western Oregon on the
21 following tasks:

- 22
- 23 • Fact-finding and gathering of best practices from various dioceses who have
 - 24 implemented this policy, including the mechanism and source of funding;
 - 25 • Conducting listening sessions and conversations with all stakeholders, including but not
 - 26 limited to the Deacon Council, Deacons, and other non-stipendiary clergy;
 - 27 • Implementation timeline and strategy, if applicable.
- 28

29 And be it further

30
31 Resolved, That this working group will provide regular progress reports to the bishop and any
32 relevant governing bodies.

33
34 *****)

35 <Proposed amended resolution text showing exact changes being made:>

36
37 **Resolved**, That the 136th Convention of the Diocese of Oregon joins the 81st General
38 Convention of The Episcopal Church
39 (GC81A135: <https://www.vbinder.net/resolutions/608?house=HD&lang=en>) to strongly
40 encourage all congregations to pay all currently active non-stipendiary clergy under the age

41 of 72, canonically resident in and serving in the ECWO with a current letter of agreement
42 with the congregation they serve, a modest regular stipend and associated assessment to
43 the Church Pension Group (CPG), sufficient to enable that clergy participation in the
44 programs and services available through the CPG; and

45

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

47

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

51

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

55

56 **Explanation:**

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

61

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

66

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

72

73 **Co-Sponsors:** Terri Hoffmann, St. Francis of Assisi, Wilsonville
74 Wes Sedlacek+, Samaritan Health Services, Lebanon
75 _____ Gavin Shumate+, St. Stephen, Newport

76 **Endorsed by:** Brendan Barnicle+, St. Francis of Assisi, Wilsonville
77 _____ Jennifer Creswell+, St. Andrews, Portland
78 _____ Beth Ferguson, Trinity Cathedral, Portland
79 _____ Nancy Gallagher+, St. John the Divine, Springfield
80 _____ Dcn. Maureen Hagen, St. Stephen's, Portland
81 _____ Dcn. Diane Higgins, Calvary, Seaside

- 82 ————— Brian Jones, St. Stephen, Newport
- 83 ————— Jeanne Kaliszewski, St. John the Evangelist, Milwaukie
- 84 ————— Dcn. Linda Lee, St. Timothy, Brookings
- 85 ————— Beth Mallon, St. James, Tigard
- 86 ————— Alan Murray, All Saints, Portland
- 87 ————— Dcn. Meredith Pech, Trinity, Ashland
- 88 ————— Dcn. Greg Rainey, St. John the Evangelist
- 89 ————— Barb Ross, Prince of Peace, Salem
- 90 ————— Andria Skornik, All Saints, Portland
- 91 ————— Jordan Skornik, All Saints, Portland
- 92