

A Resolution submitted for consideration by the 157th Convention of the Diocese of Easton

Resolution #8: for Compensation for Non-Stipendiary Clergy

Whereas, at the 81st General Convention convening in June 2024 in Louisville, Kentucky, *Resolution A135 – Compensation for Non-Stipendiary Clergy* was passed by the House of Bishops with the House of Deputies concurring; and

Whereas, the final text of Resolution A135 reads as follows:

Resolved, That the 81st General Convention encourage each diocese to consider paying all active currently non-stipendiary clergy of any order under the age of 72, canonically resident in and serving in the Episcopal Church, and with a current letter of agreement with the congregation or entity they serve, a minimum of \$25 per month, and pay assessments on their behalf to the Church Pension Fund (CPF) to enable access to applicable benefits from the Fund, beginning January 1, 2025; and be it further

Resolved, That compensation paid under this resolution should not replace payment on behalf of the clergy by the congregation or the diocese for the expenses of Diocesan Convention, Clergy Conference, continuing education, discretionary fund, or mileage, and other expenses as may be established in the letter of agreement.

and

Whereas, there are currently ten (10) vocational deacons serving in parishes or ministries in the diocese, five (5) of whom receive no stipendiary compensation; and

Whereas, those non-compensated clergy are not members of the Church Pension Fund and do not receive the benefits of the Fund; and

Whereas, all currently active, non-stipendiary deacons will have the option to receive a \$25 stipend per month as they so choose; therefore be it

Resolved, that this 157th Convention of the Diocese of Easton, meeting on March 6-8, 2025, adopt this resolution as encouraged by the 81st General Convention effective January 1, 2026.

The following information is submitted as required by Canon 512.3(a):

(1) **The signature** of each sponsor (at least one is required):

Rev. Deacon Barbara A. Coleman
Mrs. Lynda J. Habel, Deacon Postulant
Ven. Laura J. Harbaugh, Archdeacon
Rev. Deacon James D. Kamihachi
Rev. Deacon Alisha M. King

Rev. Deacon Les Roberts, OSF
Rev. Deacon Christine J. Sabas
Rev. Deacon Marguerite (Peggy) A. Samuels
Rev. Dr. Lynn Wiljanen, Transitional Deacon

(2) **The name** of the Convention participant who sponsors and will present the resolution at the Convention:

Ven. Laura J. Harbaugh

(3) **An explanation** of the purpose of or policy underlying the resolution:

Non-stipendiary clergy such as vocational deacons have historically received no compensation for their ministry other than reimbursement for direct expenses such as mileage. As the Episcopal Church grapples with priest shortages around the world, vocational deacons have been asked to fill the gaps by providing liturgical and other services.

A minimal stipend of \$25 per month allows vocational deacons to receive the benefits of the Church Pension Group including retirement, access to health and wellness resources, access to CPG's eLearning Library, invitation to CREDO conferences, and more.

(4) A **financial impact statement** that addresses all anticipated costs of implementation by the Diocese and/or parishes:

The estimated cost of adopting and implementing this resolution is \$354 per year for each active currently non-stipendiary clergy of any order under the age of 72 who have chosen to receive said stipend. (\$25/month or \$300/year plus 18% contribution to the Church Pension Group of \$54.)

(5) A **statement of the reasons** that the Convention is an appropriate forum for consideration of the resolution:

Our Diocesan Convention is the legal incarnation of the Diocese of Easton. The voting members of Convention are our Bishop(s), our clergy canonically resident in this Diocese, and our lay delegates elected by each parish. This body of clergy and lay delegates are directly impacted by the presence of a deacon in their parish or ministry.

Resolution passed.