

**Resolution 3 - Establishing Minimum Clergy Compensation Regarding Compensation for Deacons**

*Submitted by: The Venerable Gen Grewell, Archdeacon*

*Endorsed by: The Rev. Shelly Fayette, Rector, Christ Episcopal Church – Seattle, The Rev. David Marshall, Rector, St. Dunstan’s Episcopal Church – Shoreline; The Rev. Sabeth Fitzgibbons, Priest-in-Charge, Trinity Parish – Seattle; The Rev. Rachel Taber-Hamilton, Rector, Trinity Parish - Everett*

- 1 **Resolved**, that this 112th Convention of the Diocese of Olympia affirms that it is the policy of
- 2 the Diocese of Olympia that the diocese provide deacon(s) and non-stipendiary priest(s), who
- 3 are currently serving in parishes on a regularly scheduled basis for a minimum of five
- 4 consecutive months or more; have a current Letter of Agreement on file with the Bishop’s
- 5 office and are under the age of 72, with a minimum of \$25 per month as remuneration; and be
- 6 it further
- 7 **Resolved**, that the diocese also provide the required contribution of 18% (\$4.50 monthly) to
- 8 the Church Pension Fund for the benefit of the deacon(s) and non-stipendiary priest(s).

**Explanation**

Deacons and non-stipendiary priests in the Episcopal Church in the Diocese of Olympia serve in their parish and diocesan positions as individuals without remuneration. The Church Pension Fund provides resources for clergy and lay employees of churches in the Episcopal Church.

One of the resources is CREDO, a wellness resource, that helps both active and retired clergy pension-plan participants by presenting a holistic approach to wellness for mind, body, spirit, and heart. Participants examine and evaluate their health and wellness from the spiritual, vocational, physical and emotional health and financial points of view.

The Church Pension Fund also provides pension and retirement savings plans, health benefits, and educational services. At recent conferences, representatives of the Church Pension Fund have stated that if deacons and/or non-stipendiary priests were paid a nominal amount on a regular basis, they would be eligible for these benefits. By meeting the above two requirements, the deacon(s) and non-stipendiary priests will meet the current eligibility requirements to participate in the Church Pension Fund. (However, it should be noted that there is a minimum compensation threshold on which assessments must be paid to be eligible for a retiree medical subsidy.)

This proposed resolution requires that the diocese make such a nominal payment of \$25 a month to these individuals, as well as a monthly payment of 18% (\$4.50) to the Church Pension Fund to enable them to participate in the programs and benefits available through the Church Pension Fund.

This resolution was patterned after resolutions passed by the Diocese of Vermont, New York and Massachusetts.