

NWPA 2019 Diocesan Convention Resolution PA-A

Originator: Diocesan Council

Subject: 2020 Minimum Stipend and Allowances for Parochial Clergy

Be it resolved, that pursuant to Canon X, each member of the clergy serving in the Diocese in a full time pastoral ministry or other stipendiary ministry as approved by the Bishop, shall receive a minimum annual cash stipend according to the following scale:

Years of Ordained Service as of January 1, 2020:

Less than two (2) years Two to four (2 to 4) years Four to Six (4 to 6) years Six to Eight (6 to 8) years Eight (8) years or more

\$38,536 \$42,998 \$48,235 \$51,387 \$54,537

The above figures represent an **actual** one and three fifths percent (1.6%) increase over the 2019 figures.

Resolved, that each cure shall provide for its clergy, whether full time or part time, a paid vacation of four weeks

(including Sundays) each year; and be it further

Resolved, that when a federal holiday falls on the regular day off of a cleric or on a major Feast Day, that the clergyperson be encouraged to take another day that week as the day off. The federal holidays are: New Year's Day; Martin Luther King, Jr. Day; President's Day; Memorial Day; Independence Day; Labor Day; Columbus Day; Veterans' Day; Thanksgiving Day; and Christmas Day; and be it further

Resolved, that clergy shall also receive an amount equal to at least one-half of their self-employment tax, fully paid premium for the Church Pension Fund, life insurance of \$25,000, and group health insurance coverage for the clergyperson and family; and be it further

Resolved, that each cure shall provide for its resident full-time clergy a reimbursement allowance for ordinary and necessary business and professional expense incurred on behalf of the cure; further that a reimbursement allowance worksheet is used by congregations, in establishing a fair value amount for these expenses. Ordinary and necessary expenses shall include, but not be limited to: the use of personal automobile, overnight travel including lodging and meals, books and subscriptions, vestments, and professional dues. Clergy will be reimbursed monthly for the professional use of their automobiles at the current IRS rate plus tolls and parking based upon monthly written record submitted to the treasurer of the congregation by the clergy. Reimbursement for the other expenses shall be pre-approved by the Vestry/Bishop's Committee and paid upon receipts submitted to the treasurer of the congregation; and be it further

Resolved, that any congregation that is financially unable to meet these minimum stipends and allowances shall, by February 1st of each year, consult with the Bishop. This consultation shall include consideration of total clergy support, thus providing the congregation with some flexibility in structuring the overall clergy support package. This consultation may also include the phasing in over a maximum of three years of the minimum annual stipend; and be it further

Resolved, that each cure shall provide use of a suitable rectory, with utilities, except for personal toll calls; or else an adequate housing allowance. Where a clergyperson lives in a rectory, an adequate Equity Allowance shall be provided in the form of a tax sheltered annuity or other similar investments; and be it further

Resolved, that each cure shall encourage its Rector/Vicar to seek some kind of continuing education each year, and to that end shall provide a continuing education allowance of not less than \$1,500 and two weeks paid continuing education leave. If any portion thereof be unused, this money shall be deposited in a continuing education interest- bearing account for future use and up to six weeks leave may be accrued for use as a continuing education leave. In the event the cleric changes cures, the balance of funds in this account shall be retained for the use of the clergy of the cure and not diverted for any other purpose.