

## **General Convention of The Episcopal Church 2024 Archives' Research Report**

**Resolution No.:** 2024-A134  
**Title:** Establishing a Task Force for the Funding and Study of Compensation and Benefits for Deacons and Non-Stipendiary Priests  
**Proposer:** Standing Commission on Formation and Ministry Development  
**Topic:** Clergy Benefits, Structure

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### **Directly Related:** (Attached)

2015-A177      Revise Benefits for Alternative Forms of Ministry Service  
2012-D086      On the Topic of Benefits for Retired Non-stipendiary Clergy (Rejected)  
1976-B046      Study Canonical Change to Expand Pension Coverage for Deacons

### **Indirectly Related:** (Available in the [Acts of Convention](#) database, searchable by resolution number)

2006-A082      Amend Canons in Title III [Ministry]  
1982-A109      Urge the Dioceses to Develop a Ministry Suited to Small Churches

*In preparing this report, the Archives researched the resolutions in the Acts of Convention database for the period 1973 through 2022, selecting “direct” resolutions that have a substantive bearing on the proposed legislation. The “direct” resolutions are attached and “indirect” resolutions are available in the Acts of Convention database. Committee members who require other research assistance should contact the Archives through the [Research Request Form](#).*

# A134 - Establishing a Task Force for the Funding and Study of Compensation and Benefits for Deacons and Non-Stipendiary Priests

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**Final Status:** Not Yet Finalized

**Proposed by:** Standing Commission on Liturgy and Music

**Has Budget Implications:** Yes

**Cost:** \$60,000.00

**Amends C&C or Rules of Order:** No

**Requests New Interim Body:** Yes

**Changes Mandate Of Existing Ib:** No

**Directs Dfms Staff:** No

**Directs Dioceses:** No

**Directs Executive Council:** No

**HiA:** No House Assigned

**Legislative Committee Currently Assigned:** No Committee Assigned

**Completion Status:** Incomplete

**Latest House Action:** N/A

**Supporting Documents:** No

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## Resolution Text

*Resolved*, That the 81st General Convention establishes a Task Force to Study of Compensation and Benefits for Deacons and Non-Stipendiary Priests; and be it further

*Resolved*, That the Task Force composition shall be diverse, inclusive, and representative of the broader Episcopal Church, including individuals with expertise in clergy compensation, finance, and those who have direct experience as deacons or non-stipendiary priests; and be it further

*Resolved*, That the Task Force is charged with, but not limited to, the following responsibilities:

- Conducting a thorough study of current compensation and benefit structures for deacons and non-stipendiary priests.
- Examining data on compensation trends, disparities, and challenges faced by deacons and non-stipendiary priests.

- Consulting with stakeholders, including dioceses, congregations, and relevant committees, to gather insights and recommendations.
- Developing a set of recommendations and guidelines for fair compensation and benefits that align with the Church's values and commitments;

And be it further

*Resolved*, That the Task Force shall seek external funding to support the execution of the study, ensuring its independence and thoroughness; and be it further

*Resolved*, That a budget of \$60,0000 be allocated to the Task Force to cover expenses related to research, outreach, and the production of the final report; and be it further

*Resolved*, That the Task Force shall present its findings and recommendations at the 81st General Convention, accompanied by a comprehensive report detailing the study's methodology, key findings, and proposed compensation and benefits guidelines; and be it further

*Resolved*, That the Task Force may collaborate with relevant committees, commissions, and organizations within The Episcopal Church to facilitate the implementation of recommended policies; and be it further

*Resolved*, That this resolution shall take effect immediately upon its adoption.

## **Explanation**

Deacons and non-stipendiary priests play a vital role in the ministry and mission of The Episcopal Church, contributing significantly to the spiritual well-being of our communities. It is essential to ensure that deacons and non-stipendiary priests receive fair and equitable compensation and benefits for their dedicated service. A comprehensive study is necessary to assess the current state of compensation and benefits for deacons and non-stipendiary priests within The Episcopal Church, identify areas of improvement, and recommend strategies for implementation;



**Resolution Number:** 2015-A177  
**Title:** Revise Benefits for Alternative Forms of Ministry Service  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

*Resolved, That the 78th General Convention directs the Church Pension Fund to continue to work actively toward revision in how benefits may possibly be determined, in order to be responsive to the changing nature of church leadership, in order to serve the leadership of this renewed church God is calling us to be. Particularly, alternatives are sought for bi-vocational, non-stipendiary, interrupted continuity of service, and those serving in interim ministries.*

*Resolved, That the Church Pension Fund report their findings to the Executive Council in the next triennium.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Salt Lake City, 2015* (New York: General Convention, 2015), p. 908.



**Resolution Number:** 2012-D086  
**Title:** On the Topic of Benefits for Retired Non-stipendiary Clergy  
**Legislative Action Taken:** Rejected  
**Text of Resolution:**

*Resolved*, the House of Deputies concurring, That the 77th General Convention of The Episcopal Church direct the Standing Commission on Small Congregations and the Office of Congregational Vitality in consultation with the Church Pension Fund, the Church Medical Trust, and the “Bishops of Small Dioceses” to explore and develop plans by which retired non-stipendiary clergy serving small congregations may receive Medicare Supplemental Health Benefits, establish a minimum pension benefit based upon years of service and report to the 78th General Convention with findings and specific recommendations for implementation of said benefits.



**Resolution Number:** 1976-B046  
**Title:** Study Canonical Change to Expand Pension Coverage for Deacons  
**Legislative Action Taken:** Concurred As Amended  
**Final Text:**

***Resolved, That the Board of Trustees of the Church Pension Fund be requested to study and to report to the 66th General Convention their views with respect to the amendment of Canon 7, of the Church Pension Fund, to permit a non-stipendiary Deacon to seek Pension Fund protection if he or she is not benefitted in a secular occupation.***

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Minneapolis, 1976* (New York: General Convention, 1977), p. C-65.