

GENERAL CONVENTION OF THE EPISCOPAL CHURCH 2018
ARCHIVES' RESEARCH REPORT

RESOLUTION NO.: 2018-D037

TITLE: Amend Canon I.8

PROPOSER: The Rev. Nora Smith

TOPIC: Canons

Directly Related: (Attached)

- 2009-A169 Gather Statistics About Episcopal Elections and Clergy Compensation
1988-D041 Request CPF to Study Pension Benefits As Related to Years of Service

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

- 2009-A168 Refer a Resolution on Gender Parity in the Diocesan Report Form (Referred)
1976-C066 Consider Ways of Fostering Fair Employment Practices for Women in Ministry

In preparing this report, the Archives researched the resolutions in the Acts of Convention database for the period 1976 through 2015, 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 at 800-525-9329 before Convention or at Convention in the General Convention Secretariat.

D037 Amend Canon I.8

Proposer	The Rev. Nora Smith
Endorsed by	Dafler Meaux, The Rev. Amy; Logue, The Rev. Canon Frank
Sponsored by	
Page numbers	Blue Book: p. N/A; Constitution & Canons: p. N/A
HiA / Leg. Cttee	HD / 17 - Church Pension Fund
Current Status	Pre-Filed Resolution
Version	Original (as filed)
Review Status	Not yet reviewed

RESOLUTION TEXT

- 1 *Resolved*, the House of _____ concurring, That the 79th General Convention amend Canon 1.8 by inserting a new Section 9, and renumbering the remaining sections:
- 2 *Sec. 9 Report on Clergy Compensation. The Church Pension Fund shall submit to each regular meeting of General Convention a Report on clergy compensation, listing by diocese for each congregation separately the average Sunday attendance, Normal Operating Income from the Parochial Report, the years of ordained experience of each stipendiary cleric, the percent of time each stipendiary cleric works, and total pension-assessable compensation of each stipendiary cleric for the previous year. Congregations and clergy shall not be identified by name or city in the Report. The Report shall also list the average of the total pension-assessable compensation for all clergy for the preceding five years by gender identity (male, female, or non-binary). The Report shall also be sent to the Diocesan Council or similar body and Bishop(s) of every diocese within thirty days of the conclusion of the General Convention;*
- 3 and be it further
- 4 *Resolved*, That the Executive Council authorize a comprehensive clergy compensation survey to be completed by 2020 of all stipendiary priests. Said survey should include all forms of compensation, including but not limited to stipend/utilities/housing (SHU), value of any automobile provided, value of any telephone benefit provided, and tuition remission for the priest's children. The survey shall collect data on each individual including gender identity, years of ordained service, percentage of time employed, size of parish by Average Sunday Attendance and Normal Operating Income from the Parochial Report, and the role and/or title of each stipendiary priest; and be it further
- 5 *Resolved*, That the Joint Standing Committee on Program, Budget and Finance be requested to allocate sufficient funds to carry out the requested survey.

EXPLANATION

The Church Pension Group's annual reports on clergy compensation have found that male clergy are consistently paid more than female clergy in similar positions, even when controlling for age and years of ordained experience. However, there is still a great deal of denial and surprise about the

disparity. Furthermore, considering the broader definition of compensation (that which includes more than simply the pension-assessible compensation) may reveal greater disparity. It is through this transparency that we will be able to recognize an inherently justice-oriented issue, and then able to take strides towards equitable compensation.

The proposed Canon follows the model practiced by the Diocese of Georgia. The Diocese of Georgia publishes salaries by size of congregation budget, annual Sunday attendance, and clergyperson's years of ordained experience. This allows for easy comparison between congregations while providing some privacy for individual clergy.

Church Pension Group Report, <https://www.cpg.org/linkservid/6960B732-E1FC-7D1C-A19B95BoB87FEB91/showMeta/o/?label=Report-2016%20Church%20Compensation%20Report>
Diocese of Georgia, "2016 Full-Time Priest Salary Survey," <http://georgia.anglican.org/2016-full-time-priest-salary-survey/>.



Resolution Number: 2009-A169

Title: Gather Statistics About Episcopal Elections and Clergy Compensation

Legislative Action Taken: Concurred as Amended

Final Text:

Resolved, That the 76th General Convention of The Episcopal Church directs the Office of Pastoral Development to maintain annual statistics about numbers of women and men in elections to the episcopate and to report them annually to the Church; and be it further *Resolved*, That the Convention directs the Office for Transition Ministry in consultation with the Church Pension Fund, diocese and other appropriate agencies to gather data annually about 1) clergy compensation by gender, and 2) numbers of all male and female clergy, and to broadly disseminate the report by electronic and other means on an annual basis.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Anaheim, 2009* (New York: General Convention, 2009), pp. 798-799.



Resolution Number: 1988-D041

Title: Request CPF to Study Pension Benefits As Related to Years of Service

Legislative Action Taken: Concurred As Amended

Final Text:

Resolved, That the General Convention request the Church Pension Fund to study pension benefits, including equal pension benefits for equal years of service, and report to the 70th General Convention.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Detroit, 1988* (New York: General Convention, 1989), p. 165.