



*Diocese of Missouri*  
THE EPISCOPAL CHURCH

177<sup>TH</sup> Convention  
EPISCOPAL DIOCESE OF MISSOURI  
DoubleTree Hotel & Convention Center – Chesterfield, Missouri  
November 18-19, 2016

# RESOLUTIONS PASSED BY CONVENTION

**Revised A-177**  
**Recommended Standard Compensation**  
**For Stipendiary Clergy**  
Submitted by Diocesan Council

**1. BE IT RESOLVED** that this 177th Convention of the Episcopal Diocese of Missouri set the annual standard base compensation for full-time clergy in 2017 as follows:

**CASH SALARY & HOUSING ALLOWANCE TABLE FOR FULL-TIME PRIESTS**

<b>Years of Active Ordained Ministry</b>	<b>Average Sunday Attendance</b>		
	<b><u>Under 75</u></b>	<b><u>75-175</u></b>	<b><u>176 or greater</u></b>
0	\$58,480	\$61,108	\$64,107
5	\$61,108	\$64,107	\$67,252
10	\$64,107	\$67,252	\$70,615
15	\$67,252	\$70,615	\$74,145
20	\$70,615	\$74,145	\$77,853
25	\$74,145	\$77,853	\$81,745

This table outlines a standard base for full-time solo or senior priests. Full-time associate compensation should follow the left column. This resolution establishes a standard base compensation for stipendiary clergy. Congregations are urged and invited to compensate clergy beyond the standard. It is understood that under individual circumstances and conditions internal adjustments in the compensation package may be negotiated.

**CASH SALARY & HOUSING ALLOWANCE TABLE FOR PART-TIME PRIESTS**

<b>Years of Active Ordained Ministry</b>	<b><u>1/4 time</u></b>	<b><u>Half Time</u></b>	<b><u>3/4 Time</u></b>
	0	\$14,620	\$29,240
5	\$15,277	\$30,554	\$45,831
10	\$16,027	\$32,053	\$48,080
15	\$16,813	\$33,626	\$50,439
20	\$17,654	\$35,307	\$52,961
25	\$18,536	\$37,073	\$55,609

2. **BE IT FURTHER RESOLVED** that the Church Pension Fund assessment will be paid by the congregation;
3. **BE IT FURTHER RESOLVED** that \$50,000 group life insurance will be paid by the congregation;
4. **BE IT FURTHER RESOLVED** that the medical coverage for clergy be in compliance with Diocesan Resolution A-172;
5. **BE IT FURTHER RESOLVED** that a standard of ten days per calendar year and \$500 will be provided for continuing education;
6. **BE IT FURTHER RESOLVED** that the standard auto allowance will be \$2,000 per year;
7. **BE IT FURTHER RESOLVED** that all parishes and missions encourage their full-time clergy to set aside the equivalent of two days each week for personal time, 24 hours of which must be consecutive;
8. **BE IT FURTHER RESOLVED** that all parishes and missions be strongly encouraged to provide dental insurance for clergy and eligible dependents, or be assured they already have such coverage; and
9. **BE IT FURTHER RESOLVED** that the Clergy in Charge shall accrue two weeks of sabbatical time for each year of service.

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#### B-177

#### **\$15 Minimum Wage**

Submitted by Metro II Convocation

1. **BE IT RESOLVED** that this 177th convention of the Episcopal Diocese of Missouri strongly urges congregations, parishes, missions, and all other institutions and ministries of the Diocese of Missouri to pay their employees a minimum wage of \$15 dollars an hour;
2. **BE IT FURTHER RESOLVED** that this convention lauds, supports, and encourages the efforts of low-wage workers to form unions, advocate for safe workplaces, and demand fair pay and adequate benefits;
3. **BE IT FURTHER RESOLVED** that this convention, in accordance with the teachings of Jesus Christ, the worker from Nazareth, stands in solidarity with those without work, looking for work, and working in jobs that do not provide a living wage, and encourages all Christians, to join the struggle for a more just and fair economy; and
4. **BE IT FURTHER RESOLVED** that this convention encourages all parishes and missions to highlight the dignity of labor and the holiness of work during the liturgy, in the pulpit, or in special forums each year on the Sunday before Labor Day.

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*Amendments to the Constitution of the Diocese require approval by two successive Conventions. Resolution H-176 received approval of the 176<sup>th</sup> Convention.*

### **H-176 Clarify clergy requirements for Cathedral Chapter**

*Submitted by Ms. Betty Bowersox, Chairperson of the Committee on Nominations and Election*

**BE IT RESOLVED** that Section 2.1 of Article IV.1 of the Constitution of the Episcopal Church in the Diocese of Missouri be revised as set forth below to clarify that clerical members elected by Convention for Cathedral Chapter must be canonically resident in the Diocese of Missouri. [The proposed revisions are indicated in bold, underscored text.]

SECTION 2. **a.** Each annual meeting of Convention shall elect one clerical member and one lay member of the Cathedral Chapter, neither of whom may be a member of the Cathedral Parish, to serve a term of three years. Members shall not be eligible for re-election until after the expiration of one year.

The six Diocesan members shall be chosen so that two lay members and two clergy members shall be from Congregations within the St. Louis City/County Area (that is, St. Louis City and St. Louis County) and one of each from Congregations in the Diocese outside the St. Louis City/County Area. The clerical members of the Chapter **must be canonically resident within the Diocese and** shall be known as Honorary Canons of Christ Church Cathedral.

In case of any vacancy, the Chapter shall appoint a Clerical or lay member, as the case may be, from the vacating member's geographical area, to serve out the vacating member's unexpired term.

SEC. 2. **b.** The Bishop and the Bishop Coadjutor, if any, shall be members ex officio of the Chapter. The Bishop shall be the President of the Chapter.

Following Bishop Smith's approval of the amendment to the Diocesan Constitution set forth in Resolution H-176, the resolution was moved, seconded and carried unanimously.

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## **C-177**

### **Merger of All Saints' Church, St. Louis and Church of the Ascension, Northwoods Submitted by the Committee on Lay Credentials and Admission of New Parishes**

WHEREAS, the Vestry of the Parish, All Saints' Episcopal Church , St. Louis, Missouri, and the Bishop's Committee of the Mission, Church of the Ascension, Northwoods, have voted to merge; and

WHEREAS, the Bishop, acting with the advice and consent of the Standing Committee, has approved a plan of merger of the Parish and Mission, which plan includes the disposition of the real estate currently owned by All Saints' Episcopal Church.

NOW, THEREFORE, BE IT RESOLVED:

1. That pursuant to Section 1 of the Diocesan Canon IV.16, this 177<sup>th</sup> Annual Convention of the Diocese of Missouri approves the merger of the Mission, Church of the Ascension, Northwoods, with and into the Parish, All Saints' Episcopal Church, St. Louis; and
2. That the Chancellor and other appropriate officers and agents of the Diocese be and they are hereby authorized and directed to take whatever other and further actions they may deem necessary or desirable in order to carry out into effect both the spirit and letter of the foregoing resolution.

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