

RESOLUTION #1

RE: Clergy Compensation for 2019

SUBMITTED BY: The Diocesan Compensation Committee

CONTACT PERSON: Peter Bickford, Chair, (207)-583-5797 pmbick@myfairpoint.net

1 **RESOLVED** that the minimum compensation for a presbyter in full time service,
2 consisting of Cash Stipend, Self Employment Tax reimbursement, and Housing and
3 Utilities Allowance (“Total Clergy Compensation”) is to be the midpoint between the
4 average classroom teacher and the average administrator (not including
5 superintendents) salaries in each community the church is in as published in 2015 by the
6 Maine Department of Education increased by the 1.0 percent rise in the Consumer Price
7 Index for All Urban Consumers (“CPI-U”) for the twelve months ending July 2016, further
8 increased by the 0.7 percent rise in the CPI-U for the twelve months ending July 2017,
9 and further increased by the 2.9 percent rise in the CPI-U for the twelve months ending
10 July 2018. Such base amounts for 2019 are set forth in attached Table 1; and be it
11 further

12 **RESOLVED** that it is recommended presbyters be compensated above the required
13 minimum taking into account such things as years of ordained service in ministry, merit,
14 experience, and other relevant factors, and be it further

15 **RESOLVED** that the guidelines for minimum compensation for supply clergy be as
16 follows:

17 One Sunday Service \$150.00

18 Two Sunday Services \$200.00

19 Other Liturgical Services \$85.00

20 Pastoral or other assigned responsibilities \$85.00 per unit*

21 * = a unit is a morning, afternoon or evening

22 Expenses are reimbursed at cost for meals, lodging, telephone, etc., and at the IRS

23 maximum approved rate for mileage, which can be found on the Diocesan web site.

EXPLANATION

The base salary for churches in Maine is the minimum the Diocese office will approve for a Letter of Agreement (“LOA”) between a Vestry or Bishop’s Committee and its presbyter. It is also important to

recognize that the LOA with a parish's or mission's presbyter is a one-time thing, the starting point in a longer multi-year relationship.

This resolution continues the existing formula for base salaries based on 2015 Maine Department of Education data, with a cost of living increases based on the Consumer Price Index. But the Diocese of Maine's Compensation Committee recognizes the limitations of this methodology, especially the difficulty in keeping the data up to date. The Committee is working on a new process to determine the salary base.

During the next year, the Committee will present to the Diocese a process utilizing the geographic differences around the Diocese, the average attendance of congregations, and the annual income of congregations. The new process may also include a means of recognizing experience by using a step method for a presbyter's years of service. We ask for your constructive input to help bring a new, workable clergy compensation formula to Diocesan Convention in 2019.

The Committee also requests that the Bishop of Maine appoint no less than two clergy persons to this Committee.

- 1. Setting the minimum this way ties it to the local socio-economic status of the county in which the church is in.*
- 2. The size/type of the congregation is not considered since an unintended consequence of that method is to monetarily value the work of a presbyter in a large congregation more than that of one in a small congregation.*
- 3. While no set increase for years of service or merit is provided, this Resolution still recommends that these factors be considered when determining the presbyter's compensation beyond the minimum level. The 2011 Compensation Handbook for the Diocese of Maine contains a discussion of these factors and suggestions for implementing them.*
- 4. Please see attached Table 1 for the minimum salary allowed for a full-time presbyter in each congregation as calculated with the latest data available from the Maine Department of Education (2015), as adjusted for the year by year change in the Consumer Price Index for all Urban Consumers (August 2015 through July 2016, August 2016 through July 2017, and August 2017 through July 2018), noting that "administrators" include all administrators except superintendents. Remembering that these are minimums, no adjustments are recommended in these numbers for a "lag" in the data.*
- 5. This resolution does not change existing Letters of Agreement which are still in effect.*
- 6. The formula for calculating the Self Employment Tax as well as the formula for calculating the value of provided housing as part of Total Clergy Compensation can be found in the 2011 Compensation Handbook for the Diocese of Maine.*
- 7. The Diocese of Maine is canonically required to bring forth a resolution to Convention outlining clergy compensation for the coming year.*

RESOLUTION # 2

RE: Lay Compensation for 2019

SUBMITTED BY: The Diocese of Maine's Clerical and Lay Compensation Committee; Maine Episcopal Network for Justice; and St. Peter's, Rockland.

CONTACT PERSON: Peter Bickford, Chair, (207) 583-5797, pmbick@myfairpoint.net

1 **RESOLVED** that the minimum compensation for lay employees who are paid for more than
2 250 hours annually by any congregation in union with the Diocese of Maine or by any
3 related ministries in the Diocese shall be no less than \$13.50 per hour or its equivalent in
4 salary.

EXPLANATION

1. *The intent of this resolution is to call for the establishment of a Living Wage for all lay employees, confirming the long-standing policy of The Episcopal Church to support fair, just, and living wages for all of those employed by Episcopal congregations or related ministries. This resolution represents the third year in our four-year effort to reach the goal to achieve a minimum hourly wage of \$15.00 to conform to the resolution of Executive Council.*

2. *The floor of 250 hours is intended to exempt teenagers or very occasional workers who might do seasonal work such as shoveling snow or mowing the lawn.*

3. *The Maine Minimum Wage is \$9.40 per hour as of January 7, 2017. The Diocese of Maine minimum compensation for lay employees in 2018 is \$13.00.*

4. *Please see Attachment #1 (link) Executive Council Resolution: Support a Living Wage, passed June 2016.*

http://s3.amazonaws.com/dfc_attachments/public/documents/3224291/Resolution_AN_013_June_2016.pdf

RESOLUTION #3

RE: Admission of Emmanuel Lutheran Episcopal Church into Union with The Episcopal Diocese of Maine

SUBMITTED BY: The Standing Committee

CONTACT PERSON: The Rev. Maria Hoecker, President ,
rev.maria.stcolumbasmaine@gmail.com

1 **RESOLVED**, that since January 1, 2001, The Episcopal Church (“TEC”) and the
2 Evangelical Lutheran Church in America (“ELCA”) have been in full communion
3 under the terms of Called to Common Mission, and be it further

4 **RESOLVED**, that St. Mark’s Episcopal Church of Augusta, Maine, acting with the
5 approval of the Diocese of Maine, and Prince of Peace Lutheran Church of
6 Augusta, Maine, acting with the approval of the New England Synod of ELCA,
7 have entered into an Agreement For A Federated - Interdenominational
8 Congregation (“Agreement”), whereby they have formed a single congregation
9 to be known as Emmanuel Lutheran Episcopal Church in Augusta, Maine, and
10 be it further

11 **RESOLVED**, that under the Agreement the federated congregation of Emmanuel
12 Lutheran Episcopal Church will be subject to the jurisdiction of both the Bishop
13 of the Diocese of Maine and the New England Synod, and the congregation has
14 agreed to the expressions of Christian faith contained in the Book of Common
15 Prayer of TEC, in the Constitution of ELCA, and in the Doctrine of Faith in
16 Called to Common Prayer, and be it further

17 **RESOLVED**, that Emmanuel Lutheran Episcopal Church in Augusta, Maine, be,
18 and hereby is, admitted into union with the Convention of the Episcopal Diocese
19 of Maine.

EXPLANATION

The Episcopal Church and the Evangelical Lutheran Church in America have been in full communion since 2001. In the spirit of this communion the people of St. Mark’s Episcopal Church and Prince of Peace Lutheran Church, both of Augusta, have been co-worshipping for several years. Now, acting with the support and encouragement of the Bishop and Standing Committee of the Episcopal Diocese of Maine, and the Bishop and the New England Synod of the Evangelical Lutheran Church in America (ELCA), the two churches have entered into an Agreement to form the federated congregation of Emmanuel Lutheran Episcopal Church in Augusta. All necessary actions have been taken and approvals received. This resolution will bring the new federated congregation into union with the Diocese of Maine.

RESOLUTION #4

RE: Special Rules of Order for the Election of a Bishop-Elect (Electing Convention 2019)

SUBMITTED BY: The Standing Committee

CONTACT PERSON: The Rev. Maria Hoecker, President,
rev.maria.stcolumbasmaine@gmail.com

1 **RESOLVED** that the following Special Rules of Order be submitted to the Special
2 Convention of the Diocese of Maine called for February, 2019, to govern the proceedings
3 related to the election of a Bishop Diocesan:

4 **I. Schedule**

5 After a suitable period of time for clerical and lay delegates to register, there
6 will be a Celebration of the Holy Eucharist.

7 **II. Convention Floor**

8 a. Only voting lay delegates and clergy entitled to vote will be seated on the
9 Convention floor.

10 b. No election material other than the official brochure will be distributed on the
11 Convention floor.

12 **III. Order of Business**

13 a. The Secretary of the Diocese, on behalf of the Committee on Credentials, reports
14 on the certification of clerical and lay delegates and the number of delegates
15 present and entitled to vote. The Convention votes on adoption of the Report.

16 b. The Bishop declares the presence or absence of a quorum.

17 c. The Secretary of the Diocese, in accordance with the custom of the Diocese, serves
18 as the Secretary of the Convention; the Convention will be asked to confirm that
19 individual in that office.

20 d. The Bishop appoints a Committee on the Dispatch of Business.

21 e. The Committee on the Dispatch of Business presents these Special Rules of Order
22 and such other special rules of order as it may choose to present to the
23 Convention for adoption.

24 f. The Chair of the Discernment Committee presents the names of those persons
25 nominated by the Discernment Committee. The President of the Standing
26 Committee presents the names of any persons nominated by petition.

27 **IV. Nominations**

- 28 a. Nominations will be made and received only in accordance with Resolution 6 as
29 adopted at the 198th Annual Convention (2017). No nominating or seconding
30 speeches are in order for these nominations.
31 b. Nominations from the floor will not be in order.

32 **V. Ballots and Voting**

- 33 a. Prayer before Balloting. Each ballot shall be preceded by an appropriate time
34 for silence and prayer.
35 b. The Ballot. The names of the candidates presented as previously certified by
36 the Discernment Committee and Standing Committee shall be placed on the
37 ballot in an order determined by random selection.
38 c. Voting. Voting shall be by Orders (clergy and lay delegates). Each voter shall
39 cast one vote on each ballot. A concurrent majority in each Order shall be
40 necessary for an election.
41 d. Voting Continues. Voting commences and continues until an election is made.

42 **VI. Withdrawal of Nomination**

- 43 a. Voluntary Withdrawal. A candidate may withdraw his or her name in person
44 or by written communication to the Presiding Officer (Bishop), or may give
45 written authorization to one of his or her liaisons to do so.
46 b. Mandatory Withdrawal. A candidate's name shall be withdrawn when he or
47 she fails on two successive ballots to receive, in both clergy and lay order, votes
48 equal to ten percent of the total votes cast in the respective orders on each of
49 those ballots.
50 c. Support of Other Candidates. No individual withdrawing a candidate's
51 nomination may make any statement to endorse another candidate.

52 **VII. If No Election**

- 53 If the time provided for the election expires without an election the Bishop, in
54 consultation with the Standing Committee, may recess the convention to a date
55 certain, or to a date to be set by the Standing Committee; or, by a vote of the
56 Standing Committee, the Bishop may declare the election to be at an end, may
57 vacate the nominations, dissolve the Discernment and Transition Committees,

58 and order the appointment of new Committees and a new election and transition
59 process.

EXPLANATION

These Rules of Order are intended to govern the Special Convention to be called for February, 2019, for the purpose of electing the Tenth Bishop of Maine. They are consistent with Resolution 6 adopted at the 198th Diocesan Convention (2017), which governs the entire process of discerning, electing and consecrating the Tenth Bishop Diocesan of the Episcopal Diocese of Maine to succeed the Ninth Bishop Diocesan, Stephen T. Lane.