

Resolution #1 – 2025 Minimum Lay Compensation

Resolution Title: 2025 Minimum Lay Compensation

- 1 RESOLVED that the minimum compensation for lay employees who are paid for more than 250
- 2 hours annually by any congregation in union with the Diocese of Maine or by any related
- 3 ministries in the Diocese shall be no less than \$16.00 per hour or its equivalent in salary.

Brief Explanation:

We recommend that congregations refer annually to the Cost of Living Adjustment (COLA) determined by the Social Security Administration as the benchmark when considering compensation increases related to inflation. The COLA is based on increases to the Consumer Price Index as calculated by the United States Bureau of Labor Statistics. The 2025 Adjustment is expected to be approximately 2.5%.

We encourage congregations to keep in view the cumulative inflation experienced in recent years as they make decisions about appropriate compensation increases for 2025. For 2024, the Social Security Administration determined a COLA of 3.2%. For 2023, the COLA was 8.7%.

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

The Maine Minimum Wage will be \$14.65 per hour as of January 1, 2025. The Diocese of Maine minimum compensation for lay employees in 2024 is \$16.00.

Submitting individual or organization: Compensation Committee

Contact person: [The Rev. Ryan Mails](#)

Submission Questionnaire

Do you have an individual or organization co-sponsoring this resolution?: No

Does this resolution have any budgetary impacts to the Episcopal Diocese of Maine (EDOM) Annual Budget?: No

Apart from the financial impact to the diocese, would implementing this resolution have any financial impact to our congregations?: Yes

What are the one-time implementation costs to congregations? Please explain:

This resolution continues the lay employee minimum rate from 2024. It will only have implementation costs if a congregation does not already compensate lay employees at or above the 2024 resolved minimum.

Please explain the financial impact to congregations expressed in annual terms. Will there be a recurring annual cost to continue the program?: This resolution establishes the minimum compensation for 2025 only.

Does the action proposed by this resolution fall under the charge of an established diocesan committee, commission, council, or ministry?: No

Who will be responsible to present and address questions regarding the resolution at town halls and at the convention?: Ryan Mails

Assuming passage, who is responsible for completing the action being resolved by this resolution?: All congregations and related ministries in this Diocese with lay employees.

If the resolution is adopted, how long do you plan on the action(s) being in effect?: This is a mandated resolution, presented at each Convention for the coming year.

Reporting on an adopted resolution's progress is required at the 2025 Convention. Who will be responsible for performing this task?: Ryan Mails, Chair

1 **Resolution #2 – 2025 Clergy Compensation**

2 **Resolution Title: 2025 Clergy Compensation**

3 RESOLVED that the minimum total clergy compensation for a newly called full-time presbyter,
4 effective January 1, 2025, be \$64,000; and be it further

5 RESOLVED that all congregations employing presbyters with a Letter of Agreement will report
6 annually to the Diocese on their compensation; and be it further

7 RESOLVED that the total clergy compensation for presbyters in full time service with an
8 existing Letter of Agreement (LOA) shall be no less than that for calendar year 2024; and be it
9 further

10 RESOLVED that the guidelines for minimum compensation for supply clergy be as follows:

11 - one service \$175.00

12 - two consecutive services \$225.00

13 - up to one unit (approximately 3 hours) of clerical time, including pastoral and non-
14 Sunday liturgical duties \$85.00

15 * Expenses are reimbursed at cost for meals, lodging, etc. and at the IRS minimum approved rate
16 for mileage. which can be found on the Diocesan web site; and be it further

17 RESOLVED that the workload for part time presbyters, as adopted by Canon, may be the
18 monthly equivalent of:

19 - half-time = two Sundays and two work weeks

20 - quarter-time = one Sunday and one work week

21 How this monthly time frame is implemented is negotiated between the presbyter and wardens;
22 and be it further

23 RESOLVED that when active presbyters serve one congregation for at least three months, a
24 Letter of Agreement between them will provide for the payment of assessments on behalf of that
25 presbyter to the Clergy Pension Fund, and that congregation will pay assessments to the Clergy
26 Pension Fund on behalf of that presbyter retroactive to the first month of their employment at the
27 rate of 18%.

Brief Explanation:

This resolution continues to establish a single minimum total clergy compensation standard for newly-called, full-time presbyters. **Rates in this resolution are the same rates as in the approved 2024 Clergy Compensation Resolution.**

This compensation number is a minimum only, and not a recommended rate. It is commensurate with the minimum expectations of a presbyter in any such position. A presbyter's experience, the responsibilities of a role, the mission and goals of a congregation, and the cost of living in a community, must all factor in determining compensation.

This resolution commits our congregations to sharing compensation information with the Diocese annually. This data will enable us to orient congregations and presbyters in search or reviewing an LOA with an accurate picture of compensation across our Diocese.

The minimum total clergy compensation proposed in this Resolution will be the minimum the Diocesan office will approve for a LOA between a Vestry or Bishop's Committee and its presbyter.

The minimum total clergy compensation for presbyters employed part-time must be proportional to the minimum total compensation required for full time clergy employees. (Canon 22.3)

"Total Clergy Compensation" includes cash stipend, the congregation's reimbursement of 50% of the employee's Self Employment Tax, and housing and utilities allowance.

This resolution does not change existing LOAs. These are still in effect.

We recommend that congregations refer annually to the Cost of Living Adjustment (COLA) determined by the Social Security Administration as the benchmark when considering compensation increases related to inflation. The COLA is based on increases to the Consumer Price Index as calculated by the United States Bureau of Labor Statistics. The 2025 Adjustment is expected to be approximately 2.5%.

We encourage congregations to keep in view the cumulative inflation experienced in recent years as they make decisions about appropriate compensation increases for 2025. For 2024, the Social Security Administration determined a COLA of 3.2%. For 2023, the COLA was 8.7%.

We further encourage congregations and presbyters to evaluate the impact of inflation in their particular circumstances, taking into account proposed increases in health care premiums that must be absorbed by the congregation.

The Diocese of Maine is canonically required to bring forth a resolution to Convention outlining clergy compensation for the coming year.

Submitting individual or organization: Compensation Committee

Contact person: [The Rev. Ryan Mails](#)

Submission Questionnaire

Do you have an individual or organization co-sponsoring this resolution?: No

Does this resolution have any budgetary impacts to the Episcopal Diocese of Maine (EDOM) Annual Budget?: No

Apart from the financial impact to the diocese, would implementing this resolution have any financial impact to our congregations?: Yes

What are the one-time implementation costs to congregations? Please explain.: This resolution will entail implementation costs for congregations establishing letters of agreement with newly called presbyters in 2025, in that they will be required to meet or exceed the resolved minimum total clergy compensation.

Please explain the financial impact to congregations expressed in annual terms. Will there be a recurring annual cost to continue the program?: This resolution does not establish a program but, rather, establishes the minimum total compensation for presbyters newly called in 2025, and thus entails a recurring cost to the calling congregation through that presbyter's tenure.

Does the action proposed by this resolution fall under the charge of an established diocesan committee, commission, council, or ministry?: No

Who will be responsible to present and address questions regarding the resolution at town halls and at the convention?: Ryan Mails

Assuming passage, who is responsible for completing the action being resolved by this resolution?: This Resolution establishes presbyter compensation minimums for all congregations of the Episcopal Diocese of Maine.

If the resolution is adopted, how long do you plan on the action(s) being in effect?: This is a mandated resolution, presented at each Diocesan Convention for the coming year.

Reporting on an adopted resolution's progress is required at the 2025 Convention. Who will be responsible for performing this task?: Ryan Mails, Chair

Access to the approved 2023 convention resolution for 2024 compensation:

https://drive.google.com/file/d/1SXH8r8JAiJpu9E_fmCR6OAwt6XAMmy-I/view

**Resolution #3 – Continuation of the Work of the Special
Commission on Diocesan Investments**

**Resolution Title: Continuation of the Work of the Special Commission on Diocesan
Investments**

- 1 In as much as the Special Commission to Study Diocesan Investments is not done with the work
- 2 to which they were called at the 2023 Convention, be it
- 3 RESOLVED that the work will continue by a group of persons appointed by the bishop to
- 4 include (but not limited to) members of Diocesan Council, members of the Special Commission,
- 5 and the Trustees, and be it further
- 6 RESOLVED that the result of this work done by this body will be brought to the 2025
- 7 Convention.

Supplemental Information

Brief Explanation:

In 2023, a "Resolution Regarding the Investment of Diocesan Funds" was adopted by the 204th Annual Convention of the Diocese of Maine that called for the bishop to assemble a special commission to study diocesan funds. In addition to interviewing potential co-chairs, the diocese put out a call for nominations for commission members. By mid-winter, the work of assembling the commission was completed, and the bishop named the following to the special commission:

- Bishop Thomas Brown, ex officio
- Matthew Dunlap, St. James, Old Town, Chair of Committee on Indian Relations; CO-CHAIR
- Rev. Elaine Hewes, rector at St. Brendan the Navigator, Deer Isle, member of the Creation Care Team
- Randi Hogan, Cathedral Church of St. Luke, Portland
- Audrey Klein-Leach, St. Margaret's Belfast
- Carlos Mello, Trustee of Diocesan Funds, St. Thomas' Camden CO-CHAIR
- Liz Parsons, Cathedral Church of St. Luke, Portland
- Tom Van Buren, St. Brendan the Navigator, Deer Isle, member of the Racial Justice Council
- Stephen Ward, St. Andrew's, Newcastle, member of the Committee on Indian Relations and Creation Care Team
- Nancy Whitehouse, St. Paul's, Brunswick

The commission framed out its meeting schedule to include April 12th, May 10th, June 7th, July 24th, September 11th, and October 11th, with an additional date of October 30th if required.

The commission, in its meetings, focused its work on the spiritual aspect of money as a tool for our ministries. They focused deeply inward regarding our personal relationships with money, investments, nurturing ourselves and our communities, and the corrosive aspects of how wealth can dominate our lives. And then, they contemplated the nature of investiture, and the practice and process of investing as contemplated by the Trustees of Diocesan investments. Read full report [here](#).

Supporting website links (if any): Resolution Regarding the Investment of Diocesan Funds with Call to Action: <https://episcopalmaine.org/resources/special-commission-2024/>

Submitting individual or organization: Special Commission to Study Diocesan Investments

Contact person: [Matt Dunlap](#)

Submission Questionnaire

Do you have an individual or organization co-sponsoring this resolution?: No

Does this resolution have any budgetary impacts to the Episcopal Diocese of Maine (EDOM) Annual Budget?: No

Apart from financial impact to the diocese, would implementing this resolution have any financial impact to our congregations?: No

Does the action proposed by this resolution fall under the charge of an established diocesan committee, commission, council, or ministry?: No

Who will be responsible to present and address questions regarding the resolution at town halls and at the convention?: Matt Dunlap

Assuming passage, who is responsible for completing the action being resolved by this resolution?: Bishop Brown will form the Special Commission. The Commission will report to Convention in 2025.

If the resolution is adopted, how long do you plan on the action(s) being in effect?: It will be in effect for one year.

Reporting on an adopted resolution's progress is required at the 2025 Convention. Who will be responsible for performing this task?: A chair of the commission yet to be named by Bishop Brown.

If you have documents that support your resolution, please attach them here: The committee supplied the approved 2023 resolution on the study of investments as part of this submission for reference: https://drive.google.com/file/d/1TYm38dOLCtz9pGBuEZ4jjUHo_Z46Gbs7/view