

Resolution #3 – 2026 Minimum Lay Compensation

Resolution Title: 2026 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 \$16.45 per hour or its equivalent in salary.

Brief Explanation:

The Diocese of Maine is canonically required to bring forth a resolution to convention outlining compensation for lay employees for the coming year. This work is done by a Compensation Committee appointed by the bishop. In 2025, the Compensation Committee was the Rev. Lynn Rutledge, Julian Sheffield, Theodore Fletcher, and the Rev. Douglas Beck. They also serve as the Executive Committee of the Diocesan Council.

This resolution continues to establish a single minimum hourly compensation standard for lay employees paid for more than 250 hours per year. The base minimum established in this resolution represents the rate of \$16.00 per hour as approved in the 2025 Compensation Resolution last year plus the Social Security Administration's projected, recommended COLA increase of 2.8%.

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 2026 Adjustment is expected to be approximately 2.8%.

We encourage congregations to keep in view the cumulative inflation experienced in recent years as they make decisions about appropriate compensation increases for 2026. For 2025, the Social Security Administration determined a COLA of 2.5%. For 2024, the COLA was 2.8%.

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 \$15.10 per hour as of January 1, 2026. The Diocese of Maine minimum compensation for lay employees in 2025 was \$16.00.

Supporting website links (if any): NA

Submitting individual or organization: Compensation Committee of the Diocese of Maine

Contact person: Julian Sheffield

Email address: treasurer@episcopalmaine.org

Phone number: 207-322-5298

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? Yes

What are the one-time implementation costs to congregations? Please explain. This resolution continues the lay employee minimum rate from 2025. It will only have implementation costs if a congregation does not already compensate lay employees at or above the 2025 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 2026 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? Lynn Rutledge

Email address: info@episcopalmaine.org

Phone number: 207-772-1953

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 2026 Convention. Who will be responsible for performing this task? NA

If you have documents that support your resolution, please attach them here: NA