

The Diocesan Commission on Personnel began in 1974 by an act of diocesan convention, and it continues today. The Commission's work focuses on human resources issues like: creating and consulting on personnel policies for the diocese and congregations, benefits recommendations for clergy and lay employees, and the clergy compensation scale.

Through publishing an [annual update for congregations](#), the Commission provides resources to congregations to stay current with changes in Washington State Paid Family and Medical Leave, changes to Washington State Minimum Wage and Overtime rules, updates to the [Personnel Handbook Template](#), and encouraging wellness for all lay and clergy employees through use of the Employee Assistance Program (EAP).

Benefits recommendations of the Commission this year included selection of base medical and dental plans for 2021 and proposal of a 5.5% COLA for 2022 clergy salaries (see resolutions for Diocesan Convention for more details).

In 2019, the Commission began a critical analysis of the clergy compensation scale, considering geographic differences in cost of living in our diocese as well as re-evaluating the structure of the scale itself. In 2020, the Commission researched the history of the clergy compensation scale and congregational grades, invited a consultant to teach about how compensation scales are created and factors to consider, and analyzed the geo-economic differences in our diocese. In 2021, the Commission drafted a revised salary scale that includes a geographic differential. With all the changes in church life since March 2020, the Commission chose to postpone focus group discussions to 2022.

Following on the equity-seeking and justice-making resolutions of Diocesan Convention 2020, the Commission focused work in 2021 on collecting data and analyzing clergy salary equity, with consideration for role, gender, LGBTQ identification, and BIPOC identification. The Report on Clergy Salary Equity will be presented during Diocesan Convention.

In 2022, the Commission anticipates another congregational update resource early in the year, as well as ongoing analysis of clergy salary equity. The Commission anticipates proposing an updated clergy salary scale to Diocesan Convention 2022.

The Commission offers consultation to clergy and congregations about all matters related to human resources. Please contact Dede Moore, Canon for Diocesan Networking and Connections or the Rev. Sabeth Fitzgibbons, chair with any questions.

Respectfully submitted by the Rev. Sabeth Fitzgibbons, chair (sabeth@trinityseattle.org)

On behalf of commission members:

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