

The EPISCOPAL DIOCESE of OLYMPIA
COMMISSION ON PERSONNEL FINAL REPORT
ON 2021 RESOLUTION #6

E.9

To the 113th Convention of the Diocese of Olympia

At the 111th Convention (2021) , our Diocese passed Resolution 6, *Equity, Inclusion, and Justice in Diocesan Pay Scale*. Your Diocesan Commission on Personnel has been striving to accomplish the actions set forth in this resolution as we work together to address implicit bias and structural injustice found in clergy salaries and benefits. We continue to uphold the objectives of equity, safety, and care for each clergy person serving in our Diocese of Olympia, and commend the continuing work of this Convention as we, together, work to undergird all we do with justice, equity, and inclusion.

These are the specific portions of Resolution 6 that the Personnel Commission has been addressing:

1. *Resolved, that this 111th Convention of the Diocese of Olympia call upon the Diocesan Personnel Commission to create Mandatory and Advisory policies regarding clergy compensation and benefits that will apply to all priests in the diocese, whether serving in missions, parishes, bishop's designated stations or any other specialized ministry.*

The Commission on Personnel recommends policies regarding clergy compensation and benefits. Eligibility for benefits depends on hours worked and compensation status, and is not determined by the Commission on Personnel. Since Resolution 6 specifically named clergy serving in Bishop's Mission Stations and other specialized ministries, the Commission has considered how compensation and benefits may be extended to those clergy.

In 2022, the [Committee on Constitution & Canons proposed an amendment](#) to the Constitution of the Diocese of Olympia to recognize Mission Stations as congregations. Amendments to change the Constitution of the Diocese must be voted on at two successive conventions. If approved at two successive conventions, the policies set forth by the Personnel Commission will then apply to clergy of Mission Station

2. *Resolved, that the Personnel Commission develop Advisory Policies that ensure the availability of medical benefits to clergy working in Bishop's Designated Mission Stations and specialized ministries.*

In 2022, the Commission on Personnel [Report](#) shared that the availability of medical benefits is determined by the General Convention and administered by the Denominational Health Plan (DHP).

Current diocesan policy conforms to the actions of General Convention and the DHP: *Medical insurance must be provided to all employees who work 1500 or more hours annually, or .75 FTE (3/4 time) of actual fulltime hours. Part time employees working between 1000-1500 hours, or .50-.75 FTE may self-fund coverage. An employer is not required to contribute any amount toward medical insurance premiums for part time employees but is encouraged to do so if economically feasible. Dental insurance will be provided for all fulltime employees and dependents at the established minimum standard. Part-time employees working at least 1000 hours annually may self-fund coverage. An employer is not required to contribute any amount toward dental insurance premiums for part time employees but is encouraged to cover the employee's premium if economically feasible; payment of premiums for dependents of part-time employees would be self-funded.*

The Commission on Personnel has proposed a resolution to this 113th Diocesan Convention which requests that General Convention in Louisville, Kentucky in June 2024 lower the number of annual hours worked to be eligible for health and dental insurance from 1000 to 500, which would be the equivalent of .25 FTE. Provided this 113th Convention passes this resolution, our diocese will sponsor this resolution and is also beginning networking across the Church to garner support for this action (*See Resolutions Report*). We invite your passage of this resolution to support and continue the work requested through 2021 Resolution 6.

3. *Resolved, that the Personnel Commission and the Bishop begin conversation with the Church Pension Fund regarding mechanisms for inclusion of priests in these ministries in the Clergy Pension Fund.*

The [2022 Diocesan Resolution Establishing Minimum Clergy Compensation Regarding Compensation for Deacons](#) created a pathway to broaden clergy inclusion in the Church Pension Fund. While the resolution specifically addresses deacons, the same method of providing a minimal stipend applies to non-stipendiary priests including those serving in Mission Stations.

4. *Resolved, that the Personnel Commission be asked to report back to the 112th Convention concerning the policies developed and reporting on the progress of assuring equitable pay and access to medical and pension benefits for all clergy.*

The Diocesan Commission on Personnel has been in conversation with wider diocesan leadership to explore alternative funding resources to make health care benefits more accessible to eligible clergy. We have also been in conversation with other dioceses who make health care benefits more financially accessible and will continue to work on how this can happen in the Diocese of Olympia.

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The 2023 Report of the Commission on Personnel addresses Clergy Salary Equity work to date.

We are thankful for the opportunity to serve our Diocese as we work together to make Olympia a more equitable, just, and caring place for Episcopal clergy.

Respectfully submitted by The Rev. Canon Elise B Johnstone (elise@sjbwestseattle.org)

On behalf of the Personnel Commission:

The Rev. Sabeth Fitzgibbons, chair

Ms. Karla Koon

The Rev. Mike Mayor

Ms. Diane Santiago

Ms. Jeannie Wells

The Rev. Rich Weyls

The Rev. Canon Arienne Davison, ex officio

Canon Dede Moore, ex officio