

## Amending the canons to include Deacons on Standing Committee

BE IT RESOLVED, that the diocesan canons be amended as follows:

### ARTICLE XIII.

Of the Standing Committee.

SECTION 1. The Convention shall elect by ballot a Standing Committee to consist of four *Priests, members of the Clergy (Priest or Deacon)*, members of the Convention, and four Laypeople, adult communicants in good standing of the Church in the Diocese. The *priests clerical* and lay members shall be elected to staggered four year terms. At each Annual Convention one Clerical and one Lay Member shall be elected to hold office until the fourth succeeding Annual Convention. Retiring members of the Standing Committee may not be elected to the Standing Committee for a period of one year. No person who is a Postulant or Candidate for Holy Orders shall be eligible for membership on the Standing Committee.

### EXPLANATION

The canons currently allow for only members of the priestly and lay order to serve on the Standing Committee of the diocese. This is likely a holdover from prior to the restoration of the vocational diaconate. As it stands, the diocesan canons exclude one order of ministry, which includes many qualified individuals. There is nothing inherent to the diaconal order, which would disqualify them from serving in such a role.

(Submitted by the Nominations Committee, The Rev. Matthew L. Buterbaugh, chair)

## Continuing Resolution for the Commission on Creation Care



**Be it Resolved:** that the Episcopal Diocese of Milwaukee shall continue and expand the Commission on Creation Care to continue leading the diocese in caring for God's Creation with an annual budget of \$10,000 for the next 5 years. The Commission will respond creatively to care for all of God's creation by working together with congregations to deepen our understanding of the connection between our faith and God's gift of creation and to develop programs, responding creatively to care for all of God's creation.

**Creation Care projects will be eligible for small grants to help parishes learn how to live sustainably, to educate ourselves and our youth on the cost and risks of climate change, and to participate in local efforts to improve clean air and water and reduce toxins in our environments.**

### Explanation

Commission on Creation Care will expand the website which contains parish and personal activities, information, and links to resources.

The Commission on Creation Care will:

- offer small grants to energize congregations' care of creation
- offer more programs to deepen our understanding of the connection between our faith and theology and God's creation.
- expand its work with the Dioceses of Fond du Lac and the Diocese of Eau Claire

The Commission on Creation Care's:

- mission statement is, "Our purpose is to engage Episcopal parishes in Wisconsin to live sustainably as God commissioned us"
- statement of Beliefs is, "Earth and all life are God's great gift. We have not been good stewards. Time is short. We must do our part in restoring God's gift in a way that does not result in injustice to the vulnerable. We believe in the interdependent web of God's creation"

The Commission on Creation Care will carry out our mission of:

- worship by gathering resources that our congregations may draw on for homilies, liturgy, and Christian formation.
- education by educating ourselves and our congregations about the global environmental crisis, by facilitating the organization of study groups on the Biblical foundations of Creation Care, and by assisting congregations in their organization of Creation Care Committees.
- caring for our building and grounds by working toward alternative energy sources; cleaning water and air, using non-toxic cleaning supplies; and creating habitats for pollinators and our non-human neighbors.
- advocacy by networking at the local, regional, and national level with related organizations.
- accountability by setting goals and measuring the results of our efforts including our investment.

<b>Item</b>	<b>Estimated Expenses</b>	<b>Budget Request</b>
Creation Care Grants	A minimum of 10 grants of \$100 - \$500, application forms and criteria are being developed.	\$5,000.00
Theological Presentations	A minimum of 2 presentations at \$2,000 each	\$4,000.00
Supplies and Printing	To provide printed materials to congregations, signs, posters, etc.	\$1,000.00
<b>TOTAL</b>		<b>\$10,000.00</b>

Submitted by the Commission on Creation Care, The Rev. Deacon Gregg Schneider, Chair

## **Establish a Minimum Compensation for Deacons**

### **BE IT RESOLVED,**

### **Active Deacons in the Diocese of Milwaukee shall be compensated by stipend**

Resolved, by the 175th Annual Convention of the Diocese of Milwaukee, that beginning January 1, 2023, the Diocese of Milwaukee shall compensate deacons at the rate of \$25 a month and pay the applicable assessment to Church Pension Group (CPG) and

Be it further resolved,

When a deacon is assigned to a parish or an organization by the Bishop, the diocese and vestry/bishop's committee, board, or governing body shall enter into a mutual agreement to determine if the stipend and CPG assessment will be assessed to the parish/organization, or paid by the diocese, and

Be it further resolved,

active deacons who were active on January 1, 2019 and have been in active service since that date may enter into a mutual agreement with the diocese to provide compensation and CPG assessment for the period from January 1, 2019 to December 31, 2022 as allowed by the Clergy Pension Group (CPG),

Be it further resolved,

that deacons may decline the monthly compensation.

### **EXPLANATION:**

Those called to the diaconate serve in congregations without compensation. Typically, deacons contribute time and talent of a minimum of 10-12 hours a week in ministry, in worship, and other activities. It is intended that deacons will serve without compensation from parishes.

The level of activities for deacons has seen a significant increase due to the COVID pandemic and other stresses on parish and community life. Some deacons have served one or more parishes as the only assigned clergy member, taking on additional responsibilities in those times.

The lack of compensation prevents deacons from access to benefits through the Church Pension Group (CPG), benefits such as Credo conferences that address spiritual, physical, and financial well-being, life insurance, and resettlement compensation. The need for providing some opportunity for deacons to address individual and family wellness by participating in

Credo became evident during the COVID pandemic due to the added stresses of both their ministries and secular life on them and their families. This measure would also allow deacons to attend CPG presentations on financial wellness when offered in the diocese.

The total amount paid per month per deacon per parish will be approximately \$30 a month, or \$360 a year (compensation plus pension assessment).

Deacons who were active on January 1, 2019 and remain active, may be allowed by CPG to receive catch-up payments for the years since 2019. These payments could represent a large expenditure for the diocese. Deacons who would like to participate in this opportunity, if available, should have a conversation with the diocese staff about the most appropriate mechanism by which to cover this payment. These negotiations may include a discussion with the Diocesan Financial Officer about the available financial resources for the payment of the three years of stipend and contributions to the fund.

The Dioceses of Vermont, New York, Virginia, and Connecticut passed similar resolutions in 2019, 2020, and 2021 respectively. Similar resolutions have been debated at other Annual Conventions. Additionally, the Association for Episcopal Deacons and the Church Pension Group have worked together to make enrollment into CPG possible.

Compensation will be provided to any deacon serving, unless declined by the deacon. Deacons may decline the compensation for a variety of reasons (e.g. a theological understanding that deacons serve without compensation or possible impact on other retirement benefits being received).

Per CPG rules, retirement contributions cannot be made for any clergy age 72 or older.

An example from CPG:

Outlined below are some of the benefits provided to eligible Active and Retired clergy. The example shown is based on a cleric having Total Assessable Compensation (TAC) of \$300 per year, or \$25 per month, with 10 years of earned Credited Service (CS) at the time of retirement.

The assumed Highest Average Compensation (HAC) is \$300. Total assessments paid over the cleric's career is \$540.

- While Active, life insurance benefit (6 x TAC): \$1,800
- When Retired, life insurance benefit (6 x HAC): \$1,800
- Annual pension benefit (2.75% x HAC x CS): \$82.50
- Annual Christmas benefit (\$25 x CS): \$250

- Resettlement benefit (one-time payment at the time of retirement equal to 12 times the monthly retirement benefit with a minimum of \$2,000): \$2,000
- Invitation to CREDO and Planning for Wellness Conferences are conducted for clergy and their families at a site away from the diocese to allow an opportunity for clergy to focus on individual and family spiritual, financial and physical wellness due to the unique nature of clergy life.

*Submitted by:*

*Rev. Don Fleischman, St. Luke's – Madison and Good Shepherd – Sun Prairie*

*Rev. Bill Dunlop, St. Paul's – Watertown and Good Shepherd – Sun Prairie*

## 2023 CLERGY MINIMUM COMPENSATION

**BE IT RESOLVED** that the clergy compensation levels for 2023 will be increased either by virtue of the clergy being placed in a higher range on the minimum compensation grid OR by the calculated percent of **5%** whichever is greater.

<b>YEARS EXPERIENCE</b>	<b>MINIMUM TOTAL CASH COMPENSATION*</b>
0 – 2 YEARS	\$ 61,629
3 – 7 YEARS	\$ 67,118
8 – 12 YEARS	\$ 76,266
13 – 18 YEARS	\$ 85,414

\* The Total Cash Compensation (TCC) package is defined as the sum of salary (stipend), housing and utilities allowance, and a 50% self-employment tax (SECA) offset being 7.65% of the assessable income for the purposes of SECA. It is expected that part time clergy should meet these minima on a pro-rated basis.

We recognize that there may be extenuating circumstances preventing a congregation from meeting these minima. Any exceptions must be approved by the Office of the Bishop.

### EXPLANATION

A parish must by Canon Law provide its clergy pension (which includes \$100,000 of life insurance coverage) at 18% of the TCC, and group medical and dental insurance as applicable (family or single) and in accordance with Resolution IIIA adopted by the 164<sup>th</sup> Convention of the Episcopal Diocese of Milwaukee. The provisions in Resolution A177 require the employing entity to provide a minimum of 90% of premium coverage as appropriate to the insured and to establish a Health Savings Account for those employees choosing the high-deductible health plan (HDHP) and funding it at 100% of the HDHP in-network deductible appropriate to the insured, minus the maximum in-network deductible of the lowest non-HDHP, non-HMO plan offered, as appropriate to the insured. This amount shall not exceed the legal maximum amount as appropriate to the insured.

## **Clergy Compensation Percent Increase Calculation for 2023**

1. Under IRS regulations, the amount of clergy compensation to be allocated for housing and utilities should be estimated by the cleric and approved by specific recorded action of the Vestry. The designation for 2023 must be completed no later than December 31, 2022.
2. If the priest and his/her family live in housing provided by the parish, the Total Cash Compensation amounts can be reduced by the Fair Market Rental Value of the housing. However, the sum of stipend, housing and 50% SECA offset is still used to compute pension fund payments and self-employment tax.
3. In recommending a 5% increase for the 2023 year we have taken into account increase proposed by other Dioceses, the 3% increase proposed for staff of the Episcopal Church in the USA, National CPI Increase between October 2021 and June 2022 (6.6%), State of Wisconsin CPI increase between October 2021 and June 2022 (9.5%), Midwest CPI increases between October 2021 and June 2022 (7.3%), the 2021 Federal Employees Retirement System (FERS) 2021 increase of 4.9%, the 2021 COLA from Social Security Administration released in October 2021 (6.9%) and an average national increase of 4.1%.
4. We are currently experiencing an inflationary environment and the uncertainty around prices increases in the future mean that while we believe it is fair to recommend a Cost-of-Living Adjustment, we do need to be conservative about the magnitude of this adjustment for 2023 leaving us the flexibility to respond to changing economic conditions in the 2024 year. We have opted for 5% being a little more than the average national increase although it is mostly a lower adjustment than some of the other Dioceses.

**Submitted by:**

Financial Controller and Finance Committee

