

171 A

Compensation for Non-Stipendiary Clergy

1 Resolved, That this 171st Convention of the Diocese of Iowa adopts the following resolution.

2 All active currently non-stipendiary clergy of any order under the age of 72, canonically resident in and serving
3 in the Episcopal Diocese of Iowa, and with a current letter of agreement with the congregation they serve,
4 be paid a minimum of \$25 per month and assessment be paid on their account to the Church Pension
5 Fund (CPF) beginning January 1, 2024, and

6 Resolved, that compensation may be paid as housing allowance with agreement of the clergy and vestry of the
7 congregation served, and

8 Resolved, that two or more congregations served by the same clergy person must agree in a timely manner
9 upon the fair allocation among them of the costs of the clergy's compensation and the related assessment to
10 the CPF. Those congregations must also in a timely manner decide on a process for paying those
11 amounts, which may require one congregation to be responsible for communicating with and paying
12 the CPF, and

13 Resolved, that compensation paid under this resolution does not replace payment on behalf of the clergy by
14 the congregation or the diocese for the expenses of Diocesan Convention, Clergy Conference, continuing
15 education, discretionary fund, or mileage, and other expenses as may be established in the letter of
16 agreement.

Explanation:

Compensation for traditionally non-stipendiary clergy promotes equity, diversity, and inclusion for all who may feel called to ordination. Providing compensation for all our clergy is an investment in our future clergy.

At present, there are only 9 deacons and 3 priests in the diocese who would qualify for this compensation, but we want equity for our current and future colleagues.

The financial burden of formation and service as an unpaid clergy person (deacon or priest), is a barrier for many who need to balance costs and demands of their call with the practical needs of their lives. Currently many non-stipendiary clergy are retired and in households where they do not need to earn a living. The demands of earning to support self and family and limited discretionary income are real barriers to answering God's call; these barriers are most felt by marginalized groups. Thus, most deacons now serving live with significant privilege. Lack of compensation is an unwritten barrier to Christians who are young, are without adequate employment, or are without resources to assist in planning for their futures.

God shows no partiality; the call to ordination is not limited to those with means and leisure; ordination should be inclusive and representative of all parts of society—by age, economic status, ethnicity, race, gender identity. At present, most non-stipendiary clergy in Iowa are older, white, and have adequate income, pension, and many have access to pension plans and financial planning.

The BCP bids that the "Minister of the Congregation is directed to instruct the people, from time

to time, about the duty of Christian parents to make prudent provision for the well-being of their families (p. 445, Thanksgiving for a Child). Access to the benefits of enrollment in the Church Pension Fund assists non-stipendiary clergy to do so.

We are told that the Church Pension Fund would like to assist all clergy; it cannot do so for clergy not enrolled with assessments paid to the Fund. Potential benefits for eligible clergy include (eligibility is very broadly defined):

- Pension (depending on years of assessment paid)
- CREDO every 5 years
- Access to financial planning
- Medicare supplement plan, a good plan at reasonable cost
- Disability benefits
- Mental health resources

Similar resolutions have already passed by at least nineteen diocesan conventions [[AED website accessed 9/11/23](#)]; the issue is under study by a work group for the next General Convention. We ask the Diocese of Iowa to recognize that non-stipendiary clergy compensation is a move towards equity and inclusion of marginalized groups who will be our future leaders. No additional cost is expected for the Diocese from this resolution.

Submitted by

Task Force on Deacon Compensation
The Rev. John Doherty
The Rev. Diane Eddy
The Rev. Kevin Emge
The Rev. Kevin Powell
The Rev. Sue Ann Raymond
The Ven. Judith Crossett

171 B The Episcopal Church of Iowa's Resolution for a \$5 million increase to victim services funding in Iowa for Human Trafficking Victims

- 1 Resolved, that the Episcopal Church of Iowa - aware of human trafficking across
- 2 communities of Iowa, its devastating and lasting effects on Iowa families, and the need for
- 3 increased state funding for victims services programs including Human Trafficking – supports
- 4 a \$5 million increase to the Attorney General's Budget for Victim Services.

Explanation

Survivors of domestic and sexual violence, homicide, human trafficking, and other violent crime deserve a full investment of state funds. The surge in homicide and persistent family violence demands increased state involvement to effectively meet the needs of crime victims.

To properly support crime victims there must be a dedicated state investment in victim services. Federal, state, local, and private funds jointly work to support the provision of services to crime victims. Federal funds enhance a program's capacity to provide a broad range of comprehensive services, but state funds provide the basic operational support for Iowa's local provider network.

Human trafficking continues to rapidly increase as state funding stalls. Inadequate state funds equate to fewer victims accessing support, and programs are unable to maintain an effective workforce to work with victims. Rural areas especially are suffering, as service providers do not have enough workers to cover extensive areas nor have the money to maintain salaries, and benefits to recruit more workers.

In 2020, Iowa law enforcement identified 245 trafficking victims, 49 traffickers, and 16 trafficking businesses; and in 2021, 642 sex trafficking victims were served by Iowa's Victim Services Program.

Victim service providers are stretched beyond capacity and cannot address the increased demand for services needed by crime victims without additional state funds.

Victim services currently receive \$5 million in state funding allocated in the Justice System budget.

Submitted by

Maggie Tinsman