

# Resolutions for the 197th Annual Convention of the Diocese of Maine

## RESOLUTION #1

RE: Dissolution of the Committee on the Church Pension Fund

SUBMITTED BY: Committee on Canons

CONTACT PERSON: Gordon Gayer, Esq. gkgayer@maine.rr.com

1 RESOLVED, that this 197th Annual Convention of the Diocese of Maine amend Canon 16, Of the  
2 Church Pension Fund, by deleting, in their entirety, Sections 2 and 3, but retaining, in their entirety,  
3 Sections 1, 4, and 5. Sections 4 and 5 are renumbered to become Sections 2 and 3.

### 4 CANON 16

#### 5 Of the Church Pension Fund

6 Section 1. In conformity with the legislation adopted by the General Convention of 1913,  
7 pursuant to which the Church Pension Fund was duly incorporated, and in conformity with the  
8 Canon of the General Convention, "Of the Church Pension Fund", has heretofore amended and  
9 as it may hereafter be amended, the Diocese of Maine hereby accepts and acknowledges The  
10 Church Pension Fund, a corporation created by Chapter 97 of the Laws of 1914 of the State of  
11 New York, as subsequently amended, as the authorized and approved pension system for the  
12 clergy of the Protestant Episcopal Church in the United States of America, and for their  
13 dependents, and declares its intention of supporting said Fund in accordance with its rules.

14 ~~Section 2. The Bishop of this Diocese shall appoint at each Annual Convention a~~  
15 ~~Committee on the Church Pension Fund to consist of at least three (3) Presbyters and three (3)~~  
16 ~~lay persons, two of whom shall be the Registrar and the Treasurer of the Diocese.~~

17 ~~Section 3. The duties of said Committee shall be as follows:~~

18 ~~(1) To be informed of, and to inform the clergy and laity of the Diocese of the Pension system~~  
19 ~~created by General Convention and committed by it to the Trustees of the Church Pension~~  
20 ~~Fund, in order that the ordained clergy of the Church may be assured of pension protection for~~  
21 ~~themselves in the event of old age or total and permanent disability, and for their widows and~~  
22 ~~minor orphan children in the event of death.~~

23 ~~(2) To receive reports from the Church Pension Fund, from time to time, on the status of the~~  
24 ~~pension assessments payable to said Fund, under its Rules and as required by Canon Law, by~~  
25 ~~the Diocese and by the Parishes, Missions, and other ecclesiastical organizations within the~~  
26 ~~Diocese.~~

27 ~~(3) To make a report to the Annual Convention on such matters relating to the Church Pension~~  
28 ~~Fund as may be in interest to the said Convention, including a record of unpaid premiums on~~  
29 ~~any clergy of the Diocese.~~

30 ~~(4) To cooperate with the Church Pension Fund in doing all things necessary or advisable in the~~  
31 ~~premises to the end that the clergy of the Diocese may be assured of the fullest pension~~  
32 ~~protection by said Fund under its established Rules.~~

33 ~~Section 4. 2. It shall be the duty of the Diocese through its Missionary Society and of the~~  
34 ~~Parishes, Missions, and other ecclesiastical organizations therein, each through its treasurer or~~  
35 ~~other proper official, to inform the Church Pension Fund of salaries and other compensation~~  
36 ~~paid to members of the clergy by said Diocese, Parishes, Missions, and other ecclesiastical~~  
37 ~~organizations for services rendered, currently or in the past, prior to their becoming beneficiaries~~  
38 ~~of said Fund, and changes in such salaries and other compensation as they occur; and to pay~~  
39 ~~promptly to the Church Pension Fund the person assessments required thereon under the~~

40 Canon of the General Convention and in accordance with the Rules of said Fund.

41 Section-5-3. It shall be the duty of every member of the clergy canonically resident in or  
42 serving in this Diocese to inform the Church Pension Fund promptly of such facts, as dates of  
43 birth, or ordination or reception, of marriages, births of children, deaths, and changes in cures or  
44 salaries, as may be necessary for its proper administration, and to cooperate with said Fund in  
45 such other ways as may be necessary in order that said Fund may discharge its obligations in  
46 accordance with the intention of the General Convention in respect thereto.

#### ***Explanation***

*The Committee on the Church Pension Fund has not met in many years. Improvements in communication and in the distribution of information by the Church Pension Fund, along with the establishment of Chaplains to the Retired, have rendered this Committee no longer necessary.*

#### **RESOLUTION #2**

RE: Lay Compensation for 2017

SUBMITTED BY: The Diocesan Clerical and Lay Compensation Committee; St. Augustine's, Dover-Foxcroft; St. Michael's, Auburn; St. Peter's, Rockland; Trinity, Lewiston; Christ Church, Gardiner; St. Paul's, Brunswick; St. Mark's, Waterville; Trinity, Portland; St. Peter's, Portland; and the Maine Episcopal Network for Justice.

CONTACT PERSON: Peter Bickford, Chair, (207) 583-5797, [pmbick@myfairpoint.net](mailto:pmbick@myfairpoint.net)

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 \$12.00 per hour or its equivalent in salary.

#### ***Explanation***

*1. The intent of this resolution is to call for the establishment of a Living Wage for all lay employees, confirming the long-standing policy of The Episcopal Church to support fair, just, and living wages for all of those employed by Episcopal congregations or related ministries.*

*While this resolution addresses the minimum wage for 2017, our goal is to achieve a minimum hourly wage of \$15.00 to conform to the resolution of Executive Council by 2020.*

*3. The Committee would like to thank the 20 Maine Episcopalians, clergy and lay people, who shared their ideas and comments on the draft resolution over the summer.*

*4. Originally the Committee intended to share non-identifying information about church employees who will be affected by the passage of this resolution. However, such data is impossible to capture in any way that would be helpful because, in addition to those employees paid an hourly wage, there are a number of non-exempt employees who have a designated salary where no minimum or maximum hours are supplied by the employing congregations. Essentially the hourly wage for such employees fluctuates with the number of hours they work in each pay period.*

*5. The floor of 250 hours is intended to exempt teenagers or very occasional workers who might do seasonal work such as shoveling snow or mowing the lawn.*

*6. The Maine Minimum Wage of \$7.50 was set on October 1, 2009. The Diocese of Maine minimum compensation for lay employees in 2016 is \$9.68. It has increased \$.78 since first set at Diocesan Convention in 2011.*

*7. Please see Attachment #1 Executive Council Resolution: Support a Living Wage, passed June 2016.*

## Appendix #1



THE EPISCOPAL CHURCH  
THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY  
OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA  
FOUNDED 1821 • INCORPORATED 1846

June 15, 2016

AN 013      Support a Living Wage

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from June 8-10, 2016, at which a quorum was present and voting.

*Resolved*, That the Executive Council of the Episcopal Church, meeting in Chaska, Minnesota, June 8-10, 2016, continue to support the establishment of a Living Wage, confirming the long-standing policy of The Episcopal Church to support fair, just, and living wages for all hourly employees { see Episcopal General Convention resolutions: 1997, D082; 2000, A081; 2003, A-130; 2006, D047 & C008; 2012, D028; 2015, C048—affirming just and living wages and the rights for workers to organize}; and that the Episcopal Church continues to encourage support of national and local living wage campaigns; and be it further

*Resolved*, That The Episcopal Church, at all levels, advocate for increasing the national minimum wage to \$15.00 an hour and indexed to inflation; and for wage adjustments for tipped employees to levels enabling them to earn a living wage; and be it further

*Resolved*, That The Episcopal Church continue to support efforts of labor to organize in order to improve conditions and benefits of all working people in this country.

*Resolved*, That The Episcopal Church commend states and municipalities that have already taken action on fair and living wages for all workers in our country; and be it further

*Resolved*, That all expressions and organizations of The Episcopal Church should lead by example and strive to ensure all of its employees earn a minimum of \$15.00 an hour.

The Rev. Canon Michael Barlowe  
Secretary of Executive Council and  
The Domestic and Foreign Missionary Society  
of the Protestant Episcopal Church in the United States of America

General Convention Resolutions in support of a living wage:

2015 - C048 Increase the Minimum Wage

[http://www.generalconvention.org/gc/2015-resolutions/C048/current\\_english\\_text](http://www.generalconvention.org/gc/2015-resolutions/C048/current_english_text)

2006 - D047 Support Worker Unions and a Living Wage

[http://www.episcopalarchives.org/cgi-bin/acts/acts\\_generate\\_pdf.pl?resolution=2006-D047](http://www.episcopalarchives.org/cgi-bin/acts/acts_generate_pdf.pl?resolution=2006-D047)

2003 - A130 Support the Establishment of a Living Wage

[http://www.episcopalarchives.org/cgi-bin/acts/acts\\_generate\\_pdf.pl?resolution=2003-A130](http://www.episcopalarchives.org/cgi-bin/acts/acts_generate_pdf.pl?resolution=2003-A130)

2000 - A081 Urge Bishops and Diocesan Leaders to Support the National Implementation of a Just Wage

[http://www.episcopalarchives.org/cgi-bin/acts/acts\\_generate\\_pdf.pl?resolution=2000-A081](http://www.episcopalarchives.org/cgi-bin/acts/acts_generate_pdf.pl?resolution=2000-A081)

1997 - D082 Urge Church-wide Promotion of the Living Wage

[http://www.episcopalarchives.org/cgi-bin/acts/acts\\_generate\\_pdf.pl?resolution=1997-D082](http://www.episcopalarchives.org/cgi-bin/acts/acts_generate_pdf.pl?resolution=1997-D082)

### RESOLUTION #3

RE: Clergy Compensation for 2017

SUBMITTED BY: The Diocesan Compensation Committee

CONTACT PERSON: Peter Bickford, Chair, [pmbick@myfairpoint.net](mailto:pmbick@myfairpoint.net)

1 RESOLVED that the minimum compensation for a presbyter in full time service, consisting of Cash  
2 Stipend, Self Employment Tax reimbursement, and Housing and Utilities Allowance ("Total Clergy  
3 Compensation") is to be the mid-point between the average classroom teacher and the average  
4 administrator (not including superintendents) salaries in each community the church is in as published in  
5 2015 by the Maine Department of Education increased by the 1.0 percent rise in the Consumer Price  
6 Index for All Urban Consumers ("CPI-U") for the twelve months ending June 2016. Such base amounts  
7 for 2017 are set forth in Attachment #1; and be it further

8 RESOLVED that it is recommended presbyters be compensated above the required minimum taking into  
9 account such things as years of ordained service in ministry, merit, experience, and other relevant  
10 factors, and be it further

11 RESOLVED that the guidelines for minimum compensation for supply clergy be as follows:

- |    |                                                                                     |
|----|-------------------------------------------------------------------------------------|
| 12 | One Sunday Service \$150.00                                                         |
| 13 | Two Sunday Services \$200.00                                                        |
| 14 | Other Liturgical Services \$85.00                                                   |
| 15 | Pastoral or other assigned responsibilities \$85.00 per unit*                       |
| 16 | * = a unit is a morning, afternoon or evening                                       |
| 17 | Expenses are reimbursed at cost for meals, lodging, telephone, etc., and at the IRS |
| 18 | maximum approved rate for mileage, which can be found on the Diocesan web site.     |

#### Explanation:

1. *Setting the minimum this way ties it to the local socio-economic status of the community the church is in.*
2. *The size/type of the congregation is not considered since an unintended consequence of that method is to monetarily value the work of a presbyter in a large congregation more than that of one in a small congregation.*
3. *While no set increase for years of service or merit is provided this resolution still recommends that these factors be considered when determining the presbyter's compensation beyond the minimum level. The Compensation Handbook for the Diocese of Maine October 2014 Revision contains a discussion of these factors and suggestions for implementing them.*
4. *Please see Attachment #1 for the minimum salary allowed for a full-time presbyter in each congregation as calculated with the latest data available from the Maine Department of Education (2015), as adjusted for the twelve month (July 2015 to June 2016) change in the Consumer Price Index for all Urban Consumers, noting that "administrators" include all administrators except superintendents. Remembering that these are minimums, no adjustments are recommended in these numbers for a "lag" in the data.*
5. *This resolution does not change existing Letters of Agreement which are still in effect.*
6. *The formula for calculating the Self Employment Tax as well as the formula for calculating the value of provided housing as part of Total Clergy Compensation can be found in the Compensation Handbook for the Diocese of Maine October 2014 Revision.*
7. *The Diocese of Maine is canonically required to bring forth a resolution to Convention outlining clergy compensation for the coming year.*

## Appendix #1

### STATE OF MAINE DEPARTMENT OF EDUCATION 2015 SALARY DATA ADJUSTED FOR 2015-2016 COLA

Area	School System Source	Average Teacher 2015 with COLA	Average Administrator 2015 with COLA	Average of Averages
<b>Area 1</b>				
<b>Aroostook County</b>				
Fort Fairfield	RSU 86	\$48,280.00	\$64,226.41	\$56,253.21
Houlton	RSU 29	\$43,357.83	\$69,724.67	\$56,541.25
Limestone	RSU 39	\$47,039.80	\$75,690.05	\$61,364.93
Presque Isle	RSU 79	\$45,898.14	\$72,903.14	\$59,400.64
<b>Area 2</b>				
<b>Hancock &amp; Washington Counties</b>				
<b>Washington</b>				
Calais	Community	\$52,088.21	\$75,360.47	\$63,724.34
Eastport	Community	\$36,873.50	\$76,760.00	\$56,816.75
Machias	Community	\$38,589.76	\$68,051.78	\$53,320.77
<b>Hancock</b>				
Bar Harbor <sup>1</sup>	BHPS/MDCSD/AOS91	\$52,079.58	\$86,748.70	\$69,414.14
Blue Hill <sup>2</sup>	BHPS/GSA	\$49,911.92	\$66,428.71	\$58,170.32
Castine <sup>3</sup>	CPS/GSA	\$56,251.34	\$49,843.50	\$53,047.42
Ellsworth	RSU 24	\$45,413.17	\$71,214.00	\$58,313.59
Hulls Cove <sup>4</sup>	MDPS/MDCSD/AOS91	\$51,180.97	\$87,031.67	\$69,106.32
Northeast Harbor <sup>4</sup>	MDPS/MDCSD/AOS91	\$51,180.97	\$87,031.67	\$69,106.32
Southwest Harbor <sup>4</sup>	MDPS/MDCSD/AOS91	\$51,180.97	\$87,031.67	\$69,106.32
Stonington	DI-S CSD	\$51,868.47	\$84,816.77	\$68,342.62

Area	School System Source	Average Teacher 2015 with COLA	Average Administrator 2015 with COLA	Average of Averages
<b>Area 3</b>				
<b>Penobscot &amp; Piscataquis Counties</b>				
<b><i>Penobscot</i></b>				
Bangor	Community	\$60,444.79	\$90,961.81	\$75,703.30
Brewer	Community	\$56,720.46	\$85,403.75	\$71,062.11
Millinocket	Community	\$40,132.19	\$67,074.61	\$53,603.40
Old Town	RSU 34	\$51,640.90	\$78,862.82	\$65,251.86
Winn	RSU 30	\$46,457.30	\$72,388.72	\$59,423.01
<b><i>Piscataquis</i></b>				
Brownville Junction	RSU 41	\$45,614.80	\$60,122.95	\$52,868.88
Dover-Foxcroft	RSU 68	\$41,224.99	\$69,132.81	\$55,178.90
<b>Area 4</b>				
<b>Androscoggin, Franklin, &amp; Oxford Counties</b>				
<b><i>Androscoggin</i></b>				
Auburn	Community	\$48,206.64	\$83,497.47	\$65,852.06
Lewiston	Community	\$47,878.87	\$84,459.92	\$66,169.40
Lisbon	Community	\$49,775.57	\$67,379.32	\$58,577.45
<b><i>Franklin</i></b>				
Rangeley	RSU 78	\$46,903.94	\$82,744.25	\$64,824.10
Wilton	RSU 09	\$47,688.21	\$74,220.63	\$60,954.42
<b><i>Oxford</i></b>				
Norway	RSU 17	\$47,190.75	\$89,204.81	\$68,197.78
Rumford	RSU 10	\$48,854.86	\$78,601.97	\$63,728.42

Area	School System Source	Average Teacher 2015 with COLA	Average Administrator 2015 with COLA	Average of Averages
<b>Area 5</b>				
<b>Kennebec &amp; Somerset Counties</b>				
<b><i>Kennebec</i></b>				
Augusta	Community	\$48,195.16	\$83,250.26	\$65,722.71
Gardiner	RSU 11	\$46,881.89	\$80,218.24	\$63,550.07
Hallowell	RSU 02	\$47,341.66	\$80,804.94	\$64,073.30
Readfield	RSU 38	\$42,782.54	\$72,284.11	\$57,533.33
Waterville	Community	\$49,263.21	\$87,409.73	\$68,336.47
<b><i>Somerset</i></b>				
Palmyra	RSU 19	\$47,332.16	\$85,455.90	\$66,394.03
Skowhegan	RSU 54	\$52,486.02	\$75,663.14	\$64,074.58

<b>Area 6</b>				
<b>Knox, Lincoln, Sagadahoc, &amp; Waldo Counties</b>				
<b><i>Knox</i></b>				
Camden <sup>5</sup>	RSU 28/FTCSD	\$59,232.13	\$87,438.90	\$73,335.52
Rockland	RSU 13	\$52,659.76	\$77,774.37	\$65,217.07
Thomaston	RSU 13	\$52,659.76	\$77,774.37	\$65,217.07
<b><i>Lincoln</i></b>				
Boothbay Harbor	B-B Hbr CSD	\$54,693.76	\$86,984.74	\$70,839.25
Jefferson	Community	\$57,105.04	\$71,376.70	\$64,240.87
Newcastle <sup>6</sup>	G S Bay CSD	\$53,573.43	\$77,860.90	\$65,717.17
Wiscasset	RSU 12	\$51,136.61	\$80,153.40	\$65,645.01
<b><i>Sagadahoc</i></b>				
Bath	RSU 01	\$55,930.62	\$87,974.64	\$71,952.63
<b><i>Waldo</i></b>				

Area	School System Source	Average Teacher 2015 with COLA	Average Administrator 2015 with COLA	Average of Averages
<b>Area 7</b>				
<b>Cumberland County</b>				
Bridgton	RSU 61	\$50,444.48	\$81,659.51	\$66,052.00
Brunswick	Community	\$58,270.48	\$98,494.19	\$78,382.34
Cape Elizabeth	Community	\$64,239.56	\$100,139.11	\$82,189.34
Falmouth	Community	\$64,768.09	\$97,859.41	\$81,313.75
Portland	Community	\$60,109.11	\$92,228.31	\$76,168.71
Scarborough	Community	\$57,744.07	\$91,012.97	\$74,378.52
Windham	RSU 14	\$52,134.40	\$94,637.70	\$73,386.05
Yarmouth	Community	\$63,960.45	\$99,632.46	\$81,796.46
<b>Area 8</b>				
<b>York</b>				
Kennebunk	RSU 21	\$60,112.30	\$95,107.10	\$77,609.70
Saco	RSU 23	\$52,217.63	\$84,860.20	\$68,538.92
Sanford	Community	\$50,730.90	\$89,464.98	\$70,097.94
York Harbor	Community	\$63,939.73	\$97,088.41	\$80,514.07

**Data Sources:**

2015 Maine Department of Education Web: [http://www.maine.gov/doe/Data Submission & Management/MEDMS Public Reporting/Professional Staff/Average Salary of Instructional Staff/2015/SAU](http://www.maine.gov/doe/Data%20Submission%20&%20Management/MEDMS%20Public%20Reporting/Professional%20Staff/Average%20Salary%20of%20Instructional%20Staff/2015/SAU)

COLA - News Release-Consumer Price Index-July 2016, Bureau of Labor Statistics, U.S. Department of Labor

**Comments:**

**Hancock County:**

<sup>1</sup>Bar Harbor - data derived from Bar Harbor Public Schools, Mt. Desert Community School District, and AOS91 - Mount Desert Island Regional School System.

<sup>2</sup>Blue Hill - data derived from Blue Hill Public Schools and George Stevens Academy.

<sup>3</sup>Castine - data derived from Castine Public Schools and George Stevens Academy.

<sup>4</sup>Hulls Cove, Northeast Harbor, and Southwest Harbor - data derived from Mt. Desert Public Schools, Mt. Desert Community School District, and AOS91 - Mount Desert Island Regional School System.

**Knox County:**

<sup>5</sup>Camden - data derived from RSU 28/MSAD 28 and Five Town Community School District

**Lincoln County:**

<sup>6</sup>Newcastle - data derived from Great Salt Bay Community School District.