VP Report By Margie Harrison-Smith

At the October Board of Trustees meeting the board reviewed and approved the diocesan audit for the year ending December 31,2024. We were delighted that the audit did not contain any surprises and no changes were made to the financials by the auditors.

The Board also discussed the clergy compensation review completed by the Employee Practices and Benefits (EP&B) Committee. Earlier this year the Board voted to remove clergy salaries from the Congregation Range sheet to create a simpler and fairer system. Previously clergy salaries were tied to the six-tier system. Under the old system, clergy at higher-tier churches could start with salaries tens of thousands dollars higher than those at lower-tier churches, resulting in situations where a newly ordained priest might be paid more than a 20-year veteran simply because of the church's tier. The Board did not take any action at the October meeting but will continue the discussion in December.

The Board also reviewed the Supply Clergy Honorarium. The honorarium rates had not been updated since 2012. The EP&B applied the Cost of Living Adjustments (COLA) using the 3 year-Social Security Administration average to provide a consistent and transparent method for adjustment. This proposal ensures more equitable compensation for supply clergy, encourages participation in supply ministry, and brings the diocese in line with current standards across the Episcopal Church.

The Board wanted to share the information with congregations now as they approach the budgeting season, so they can accurately create congregational budgets for 2026.

Service Type	**Current Honorarium (since 2012)**	**New Honorarium (effective 1/1/2026**
One service (incl. funeral) with sermon	$150 + milage	$209 + mileage
One Service (incl. funeral) without sermon	$80 + mileage	$112 + mileage
Two services with sermon	$170 + mileage	$237 + mileage
Two services without sermon	$100 + mileage	$139 + mileage
Funeral with planning conference	$200	$279
Wedding with premarital counseling	$400	$558
Additional service	$20 minimum	$28 minimum
Mileage	IRS rate	IRS rate
Overnight accommodations	Provided or reimbursed	Provided or reimbursed

Note: Mileage should be reimbursed at the current IRS mileage rate. If overnight accommodations are necessary, the congregation must provide or cover reasonable lodging.

Congregations facing financial hardship are encouraged to contact the Canon to the Ordinary to explore eligibility for a Congregational Grant to help cover supply clergy expenses.

Margie Harrison-Smith