

RESOLUTION A-183

**CLERGY COMPENSATION**

Submitted by Diocesan Council

**1. BE IT RESOLVED** that this 183<sup>rd</sup> Convention of the Episcopal Diocese of Missouri set the annual standard base compensation for full-time clergy in 2023 as follows:

**CASH SALARY & HOUSING ALLOWANCE TABLE FOR FULL-TIME CLERGY**

<b>Years of Service</b>	<b>Average Sunday Attendance</b>		
	<b>Under 75</b>	<b>75-175</b>	<b>176 or greater</b>
0	\$67,911	\$70,963	\$74,445
5	\$70,963	\$74,445	\$78,097
10	\$74,445	\$78,097	\$82,002
15	\$78,097	\$82,002	\$86,102
20	\$82,002	\$86,102	\$90,407
25	\$86,102	\$90,407	\$94,928

\* Table outlines a standard base for full-time solo or senior clergy. Full-time associate compensation should follow the left column. This resolution establishes a standard base compensation for clergy. Congregations are urged and invited to compensate clergy beyond the standard. It is understood that under individual circumstances and conditions internal adjustments in the compensation package may be negotiated.

**CASH SALARY & HOUSING ALLOWANCE TABLE FOR PART-TIME CLERGY**

<b>Years of Service</b>			
	<b>1/4 Time</b>	<b>Half Time</b>	<b>3/4 Time</b>
0	\$16,978	\$33,955	\$50,933
5	\$17,741	\$35,481	\$53,222
10	\$18,611	\$37,222	\$55,834
15	\$19,524	\$39,049	\$58,573
20	\$20,501	\$41,001	\$61,502
25	\$21,526	\$43,051	\$64,577

**BE IT FURTHER RESOLVED** that the Church Pension Fund assessment will be paid by the congregation; and

**BE IT FURTHER RESOLVED** that \$50,000 group life will be paid by the congregation; and

**BE IT FURTHER RESOLVED** that the medical coverage for clergy be in compliance with Diocesan Resolution A-172 <sup>(1)</sup>; and

**BE IT FURTHER RESOLVED** that a standard of ten days per calendar year and \$500 will be provided for continuing education; and

**BE IT FURTHER RESOLVED** that the standard auto allowance will be \$2,000 per year; and

**BE IT FURTHER RESOLVED** that all parishes and missions encourage their full-time clergy to set aside the equivalent of two days each week for personal time, 24 hours of which must be consecutive; and

**BE IT FURTHER RESOLVED** that all parishes and missions be strongly encouraged to provide dental insurance for clergy and eligible dependents, or be assured they already have such coverage; and

**BE IT FURTHER RESOLVED** that the Clergy in Charge shall accrue two weeks of sabbatical time for each year of service; and

**BE IT FURTHER RESOLVED** that all parishes and missions be encouraged to reimburse deacons and non-stipendiary clergy for reasonable expenses incurred in connection with continuing education and diocesan clergy retreats, including mileage, professional memberships and publications. (See also requirement in Title III Canon III.2 Sec 4 of the Constitution and Canons of the Episcopal Church in the Diocese of Missouri).

## **RATIONALE**

The recommendation for 2023 reflects a 5% increase. Churches are encouraged to approve increases in the range of 5-8%. The Bureau of Labor Statistics, Consumer Price Index-Midwest Urban Consumers, reflects a Cost of Living Increase of 8.5%.

Current Salary Range for Full-Time Solo or Senior Clergy in the Diocese of Missouri

<b>ASA</b>	<b>Low</b>	<b>Median</b>	<b>High</b>	<b>Average</b>	<b>Average Years</b>
0-75	\$40,000	\$70,810	\$81,720	\$68,687	11
76-175	\$63,648	\$92,921	\$159,838	\$95,733	20
176+	\$108,000	\$175,000	\$225,478	\$169,493	25

<sup>(1)</sup> Diocesan Resolution A-172 concerning medical coverage is reprinted here for reference:

*1. BE IT RESOLVED that this 172nd Convention of the Episcopal Diocese of Missouri require Congregations within the Episcopal Diocese of Missouri and the Offices of the Bishop to pay 100% of the cost of individual health insurance coverage (selected from the offerings included in the Denominational Health Plan and administered by the Episcopal Church Medical Trust) for all lay and ordained employees working 1,500 or more hours annually, in accordance with Title I, Canon 8 of the Episcopal Church and to be implemented no later than January 1, 2013;*

*2. BE IT FURTHER RESOLVED that Lay and ordained employees of the Episcopal Diocese of Missouri and the Offices of the Bishop eligible for required individual health insurance coverage under Section 1 of this resolution may elect not to participate in the Denominational Health Plan if they have access to coverage through other approved sources, e.g. Medicare, Tricare, a former employer, or a spouse's or domestic partner's health insurance plan;*

*3. BE IT FURTHER RESOLVED that Congregations within the Episcopal Diocese of Missouri and the Offices of the Bishop shall not reduce existing coverage or increase the cost of existing coverage to employees to comply with A177 or this resolution;*

*4. BE IT FURTHER RESOLVED that benefit design and premium support parity is required within each congregation of the Episcopal Diocese of Missouri and the Offices of the Bishop in the provision of health insurance coverage for lay and ordained employees;*

*5. BE IT FURTHER RESOLVED each congregation and the Offices of the Bishop may impose a monthly premium surcharge or incentive to lay and ordained employees who elect coverage for a spouse, domestic partner, or dependent who is eligible for comparable employer-sponsored health insurance (other than the Denominational Health Plan) through an alternate source;*

*6. BE IT FURTHER RESOLVED that Congregations within the Episcopal Diocese of Missouri and the Offices of the Bishop are encouraged, if financially possible, to exceed the minimum standard of health insurance coverage for their lay and ordained employees; and*

*7. BE IT FURTHER RESOLVED that schools, day care facilities and other congregational and diocesan institutions, regardless of the independence of their incorporation or tax status, are encouraged to adopt the principles articulated in this resolution.*

RESOLUTION B-183

**RELATIONSHIP WITH INDIGENOUS PEOPLE**

Submitted by the Emery Washington Convocation

**WHEREAS** the 80<sup>th</sup> General Convention Resolution C072 urges each diocese of the Episcopal Church “to begin an audit of all Indigenous peoples whose ancestral and territorial homelands its churches and buildings now occupy before the 81st General Convention;” and

**WHEREAS** the 80th General Convention Resolution C072 asks each diocese of the Episcopal Church “to begin dialogue with representatives from those Indigenous peoples whose ancestral and territorial homelands its churches and buildings now occupy to collaborate in the development of appropriate land acknowledgement liturgies and prayers;” and

**WHEREAS** the 80<sup>th</sup> General Convention Resolution A127 strongly encourages dioceses in the United States to “begin an audit of the relationship, financial or otherwise, between the federal government, the diocese and/or its subsidiary entities, its churches, and any Episcopal or non-Episcopal missionary societies with respect to any Indigenous residential boarding school operated within the territorial jurisdiction of that diocese;” and

**WHEREAS** the Standing Committee of the Episcopal Diocese of Missouri has approved and commended for use language of a Land Acknowledgement for the Diocese drafted by the Diocesan Missioner for Indigenous Ministry Engagement;

**BE IT RESOLVED** that this diocese will dialogue with the tribes that once lived in this place and hear their stories and collaborate to repair any damage done by the church; and

**BE IT FURTHER RESOLVED** the congregations in the Diocese of Missouri will research the history of their churches and their connections with unjust treatment of Indigenous Peoples; and

**BET IT FURTHER RESOLVED** that the bodies and congregations in the Diocese of Missouri will prayerfully consider the use of the following Land Acknowledgement during public gatherings:

*HISTORICAL LAND ACKNOWLEDGEMENT  
FOR THE EPISCOPAL DIOCESE OF MISSOURI*

*In humility, we recognize and acknowledge that we in the Diocese of Missouri worship and live on the traditional ancestral lands of the Osage Nation, the Illiniwek/Peoria Tribe, the O-Gah-Pah (Quapaw) Tribe, the Otoe-Missouria Tribe, and other First Peoples. We recognize our mutual dependence upon and benefit from this land; we proclaim our solidarity with and our debt to the Peoples who first claimed and improved this land as their home. We acknowledge our complicity in the process of colonization that dispossessed the First Peoples from their ancestral lands. We affirm our commitment to stand with indigenous communities today and henceforth as they seek justice and resist continued threats to their sovereignty and humanity.*

*We are also cognizant that the history of The Episcopal Church is intertwined with the history of colonialism and slavery in the United States. More than four centuries ago, the first Africans were brought to the Americas and enslaved. Two centuries ago, enslaved and indigenous persons contributed to the exploration of this state by Lewis and Clark. Our state's history is entangled with both the Missouri Compromise making this state officially a slave state, and the cases of Scott v. Emerson that petitioned for Dred and Harriet Scott's emancipation. We acknowledge the tragic legacy of slavery in our diocese, and the blood, sweat, and tears of enslaved people that soak the earth beneath our feet in Missouri. This legacy persists today as we continue to work towards racial justice, equity, liberation, and community, here in Missouri and across The Episcopal Church.*

RESOLUTION C-183

**RESEARCH ON THE ORIGINS AND SOURCES OF CHURCH ASSETS**

Submitted by the Emery Washington Convocation

**WHEREAS** the 80<sup>th</sup> General Convention resolution A129 calls for church wide historical research on the origins and sources of the financial and all other assets of the Domestic and Foreign Missionary Society that are directly tied to the enslavement of humans, the slave trade, and historical and current racial injustices, and urges each diocese to conduct its own research;

**BE IT RESOLVED**, that the Diocese of Missouri conduct its own historical research on the origins and sources of our financial and all other assets of the diocese, especially as it relates to slavery and racial injustices, and report on the progress of this research at the 184<sup>th</sup> Diocesan Convention.

RESOLUTION D-183

**HOMER G. PHILLIPS**

Submitted by the Emery Washington Convocation

**WHEREAS** the original 600 bed Homer G. Phillips Hospital was opened and formally dedicated in 1937 to care for the African-American sick, and to provide training to African-American physicians and nurses; and

**WHEREAS** in 1936 the hospital provided internal medicine, x-ray, neuro-psychiatry, pediatrics, dermatology, general surgery, orthopedic surgery, urology, eye, ear, nose and throat, gynecology, cardiology, obstetrics and dental surgery services; and

**WHEREAS** the hospital supported non-medical employment of African-Americans in food services, laundry, sewing, housekeeping, building services, carpentry, paint, electrical, plumbing, and mechanical infrastructure services; and,

**WHEREAS** the Homer G. Phillips Hospital was a triumph for Black St. Louis and the Ville neighborhood during many years of segregation; and

**WHEREAS** a 3-bed clinic built in the gentrifying area of the former Pruitt-Igoe housing development has been designated the “Homer G. Phillips Memorial Hospital” over the objections of the Homer G. Phillips Nurses Alumni Association and the St. Louis City Board of Aldermen;

**BE IT RESOLVED** that this 183<sup>rd</sup> Convention of the Diocese of Missouri, in support of the Homer G. Phillips Nurses Alumni Association and the St. Louis City Board of Aldermen, recommends that the name Homer G. Phillips, be reserved for a teaching hospital facility that provides wide-ranging medical services to the community, trains African-American doctors and nurses, and supports economic growth in the African-American community;

**AND BE IT FURTHER RESOLVED** that a three-bed clinic falls woefully short of these criteria. Therefore, a copy of this Resolution will be sent to the developer and to the Board of Directors of the proposed medical clinic project requesting that they do not attach the Homer G. Phillips name to their clinic project.

**RATIONALE**

Homer G. Phillips was a Black attorney and civil rights activist, prominent in the civic and public life in St. Louis, who lobbied in support of a 1922 St. Louis bond issue for the building of a stand-alone hospital, rather than an annex to City Hospital No. 1.

The newly erected hospital was composed of five buildings: The Administration Building (with quarters for interns and resident physicians), North and South Wards, the Service Building, a home for nurses with an apartment annex for the Superintendent and Medical Director.

Homer G. Phillips Hospital is renowned as a Black public hospital that trained hospital doctors, nurses, radiologists, lab techs, and other medical personnel. It was often the only place a Black medical worker could receive training in the United States. Homer G. Phillips Hospital's reputation is global, earning acknowledgement in the National Museum of African American History and Culture in Washington, D.C.



RESOLUTION E-183

**TIPPING**

Submitted by ~~St. Paul's, St Louis, Clergy and Vestry~~

~~WHEREAS~~ the interest in, and reputation of, the Christian Church in the United States is markedly low in opinion polls; and

~~WHEREAS~~ the Episcopal Church has always practiced hospitality and financial generosity within our congregations; and

~~WHEREAS~~ low-wage workers in the fast food and hospitality industries are not shown appreciation for the work that they do;

~~BE IT RESOLVED~~ that the churches in the Diocese of Missouri are encouraged to provide their parishioners with appropriate verbiage that can be written on the outside of money envelopes that can be used for tipping low-wage workers. These envelopes will contain a monetary tip and host a message of love, an invitation, or a blessing provided by the parish and written on the outside of the envelope. Parishioners are encouraged to use these envelopes in tipping low-wage workers.

**RATIONALE**

~~These small acts of generosity and kindness, done by thousands of us, will positively impact the lives of low-wage workers and will send a message of our love and appreciation to those in our community who have often been overlooked.~~