

# Task Force On Human Resource Policy

## Minimum Compensation Resolution

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### RESOLUTION ON MINIMUM COMPENSATION

Proposer: Task Force on Human Resources Policy (Bishop Knudsen, staff to the Task Force)  
Bishops' Offices, Diocese of New York  
212-932-7324

Resolved [11]

That the 237<sup>th</sup> Convention of the Episcopal Diocese of New York raise the minimum annual stipend for Clergy by **2.3%** effective January 1, 2014.

[12] Be it further resolved that furthermore; that this standard (All Urban Consumers: US City Average) be applied to inform a triennial review of the minimum annual stipend for Clergy.

Explanation:

The minimum cash compensation has not been reviewed since the Diocesan Convention of 543002008, at which time a 3-year plan was adopted, to have effect through 2011. Our study of clergy salaries across the wider church, and reference to various indices, informed our work. We believe an increase of 2.3% is both reasonable and appropriate, and reflects the average Cost of Living increase documented by the Bureau of Labor Statistics Consumer Price Index for All Urban Consumers: US City Average for the last three calendar years.

A review of the minimum annual stipend every three years allows the affected clergy some relief from the increasing cost of necessities while having a modest and predictable impact on parish operating expenses.