

DIOCESE OF CENTRAL FLORIDA
Fifty-Third Annual Convention
January 29, 2022

Resolution: C-2 “Modify Minimum Clergy Compensation Verbiage in Diocesan Canons XV and XVI”

Presenter: The Rev. Canon Scott T. Holcombe

Date: November 19, 2021

RESOLVED: That this 53rd Annual Convention of the Diocese of Central Florida modify the Diocesan Canons to reflect the wide range of clergy job titles and the broad spectrum of compensation options available to clergy and vestries.

And be it further Resolved that Canon XV, Section 1 (c) be modified to read:

“That it promises to pay for the support of its ~~clergy Rector~~ such an amount as may be approved by the Ecclesiastical Authority and Board, **or such an amount agreed upon by the clergy and the Bishop, or Ecclesiastical authority**, such assessments laid upon it by the Convention; and the pension premium on the stipend of the Rector; and the health insurance of the Rector.”

And be it further Resolved that Canon XV, Section 5 (b) be modified to read:

“Paying to all full time clergy serving in the Parish at least the minimum compensation established by the Ecclesiastical Authority and approved by the Board, **or such an amount agreed upon by the clergy and the Bishop, or Ecclesiastical authority.**”

And be it further Resolved that Canon XV, Section 6 (b) be modified to read:

“Paying to all full time clergy serving in the Parish, at least the minimum compensation established by the Ecclesiastical Authority and approved by the Board, **or such an amount agreed upon by the clergy and the Bishop, or Ecclesiastical authority.**”

And be it further Resolved, that Canon XVI, Section 4, (b) be modified to read:

“Paying to all full time clergy serving in the Parish, at least the minimum compensation established by the Ecclesiastical Authority and approved by the Board (“the clergy compensation guidelines”), **or such an amount agreed upon by the clergy and the Bishop, or Ecclesiastical authority.**” **Should the clergy’s compensation be below the clergy compensation guidelines, said compensation must be approved by the Bishop or Ecclesiastical Authority. If the clergy’s compensation is out of compliance, the Vestry shall commit to a three-year plan with the clergy to bring the clergy’s compensation into compliance with the clergy compensation guidelines.**

EXPLANATION: There are many clergy job titles including Rector, Assistant or Associate Rector, Interim Rector, Priest in Charge (indefinitely in place and well as filling in during a transition. This Resolution gives the Bishop and/or the Canon to the Ordinary, acting on behalf of the Bishop, the ability to negotiate for compensation at less than the minimum full-time compensation authorized by the Diocesan Board.

Not all full time clergy in the Diocese of Central Florida are at the minimum compensation as noted in the 2022 Clergy Compensation Guidelines. This resolution acknowledges that there are clergy willfully working full-time in the Diocese of Central Florida at a compensation that is below the 69,550 threshold. In some cases, the clergy are serving in this capacity voluntarily or working less than full-time hours.

This Resolution is to bring our clergy compensation guidelines and our Diocesan Canons in synch.