**2015 CONVENTION RESOLUTIONS**

**RESOLUTION #1: 2016 CLERGY COMPENSATION GUIDELINES**

**I. TYPE OF RESOLUTION**: Policy Statement

**II. TITLE and AUTHOR:** Diocesan Council

**III. INTENT:** This resolution intends to comply with Diocesan Canon 4, Section 4, which calls for “a resolution to be passed at each annual session of Convention of the diocese” in order that every congregation of the diocese may provide its clergy with “at least the minimum annual compensation due them.”

**BE IT RESOLVED** that the annual cost of living adjustment for 2016 provides a 0% increase in minimum clergy compensation.

**BE IT FURTHER RESOLVED** that discussions among clergy, convocations and congregations continue to gather “broad-based input and local understanding for an issue that is critical to the life and health of both clergy and parishes” (cf. Resolution #2, 2013).

**BE IT FURTHER RESOLVED** that feedback from these discussions will be sent to the Compensation & Benefits Team.

**BE IT FURTHER RESOLVED:**

1. Total clergy compensation includes cash salary and the portions thereof designated as housing/utility allowance and self-employment tax (SET) reimbursement, housing equity allowance (if paid), and any other payments of money, goods, or services that would fit conventional definitions of compensation for rectors/vicars serving congregations in the Diocese of New Hampshire.
2. These tables represent minimum compensation levels. Accordingly,
3. Vestries/Bishop’s committees are encouraged to consider a clergy person’s background, experience, responsibility, capability, and the salaries in comparable fields in setting an appropriate compensation level.
4. In years where no cost of living increases are included in the compensation tables, it is recommended that clergy be compensated ~~annually~~ an additional 1% ~~for each additional year of service. This also applies to senior clergy in the 18+ years category~~.
5. For part-time clergy, these figures are to be prorated to match their percentage of service.

The congregation shall:

1. Make payments based on such compensation to the Church Pension Fund for the benefit of such member(s) of the clergy as the fund shall determine;
2. Pay 90% of the least expensive health insurance plan among the options offered (if any) by the diocese for the clergy and his/her family, or secure documented evidence that outside coverage is provided for and equivalent to that provided by the diocesan plan;
3. Provide appropriate reimbursement for the use of a personal automobile for church-related activities (NOTE: commuting miles from clergy person’s home to the parish are NOT reimbursed);
4. Provide all clergy no fewer than four weeks’ vacation annually;
5. Provide continuing education, refresher leaves, and allowances as set forth in the 2012 Clergy Compensation Manual.
6. The vestry/bishop’s committee shall prepare and submit a Clergy Cost to Congregation worksheet (included in the annual Parochial Report package) for each parochial clergy person serving on the congregation’s staff.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **2016 CLERGY COMPENSATION** | | | | | |
| **Clergy in Charge: Base\*\* Compensation, excluding SET\*** | | | | | |
|  | 0-2 Years | 2-6 Years | 6-12 Years | 12-18 Years | 18+ Years |
| Type 1 | $50,318 | $51,924 | $53,531 | $56,744 | $59,954 |
| Type 2 | $56,609 | $58,416 | $60,223 | $63,835 | $67,449 |
| Type 3 | $62,898 | $64,906 | $66,914 | $70,929 | $74,942 |
| Type 4 | $69,189 | $71,397 | $73,605 | $78,022 | $82,437 |
| Type 5 | $75,478 | $77,887 | $80,296 | $85,114 | $89,931 |
|  | | | | | |
| **Support Clergy: Base\*\* Compensation, excluding SET\*** | | | | | |
|  | 0-2 Years | 2-6 Years | 6-12 Years | 12-18 Years |  |
|  | $53,179 | $54,773 | $56,369 | $59,559 |  |

\*SET (Self-Employment Tax) = 7.65% of base

\*\* Base includes cash salary, housing, utility allowance, housing equity allowance, and any other cash paid to the clergy, excluding Self-Employment Tax (SET) allowance

**IV. RATIONALE**: The 209th Annual Diocesan Convention (October 2011) adopted Section 4 concerning annual compensation for parochial clergy into Diocesan Canon 4 – Clergy Compensation, for the purpose of ensuring that compensation and benefits for clergy allow a reasonable standard of living and are adequate to attract, retain and support clergy to achieve the mission of the diocese and its congregations.

**V. PLAN OF ACTION:** The grid above will be posted to the diocesan website for congregational reference.

**VI. PROJECTED COST**: Cost to each congregation will vary depending on its size, years of its clergy’s experience, and any decisions regarding compensation in excess of the minimum clergy compensation guidelines.

**VII. ACCOUNTABILITY**: Each congregation will submit the Clergy Cost to Congregation worksheet with its annual Parochial Report. New Letters of Agreement will be on file with the diocesan office.

**VIII. SUPPORTERS**: Diocesan Council and Compensation & Benefits Team

**RESOLUTION #2: 2016 DIOCESAN BUDGET**

**I. TYPE OF RESOLUTION:** Budget Resolution

**II. TITLE AND AUTHOR:** 2016 PROPOSED DIOCESAN BUDGET

Diocesan Council and Finance Committee

**III. INTENT:** This resolution complies with canonical requirements and convention direction for the submission to the annual diocesan convention of recommended funding for the Office of the Bishop, mission and programs of the Convention and Council, administration of the diocese, and support of the wider Church.

**BE IT RESOLVED** that the 213th Convention of the Diocese of New Hampshire approve the 2016 Proposed Diocesan Budget as recommended by Diocesan Council.

**IV. RATIONALE:** Approval of this resolution will provide necessary financial support for the mission and ministry of the diocese as set forth in plans developed by the Commissions and other areas of ministry for the year 2016.

**V. PLAN OF ACTION:** The budget was developed using a “zero-based, bottoms up” approach. Each Commission and area of ministry was asked to submit its 2016 plan and funding requests to the Diocesan Finance Committee. All requests were discussed and adjusted as necessary to achieve a balanced budget which was presented to Council for its review and approval. Prior to convention, the 2016 Proposed Diocesan Budget was discussed with the Convocations and made available in the Pre-convention Journal.

**VI.** **PROJECTED COST:** The 2016 Proposed Diocesan Budget recommends a balanced budget with total revenue of $1,819,393.00 equal to total expense of the same amount.

**2016 BUDGET NARRATIVE**

**Introduction**

The Diocesan Council and Finance Committee recommend adoption of the 2016 Proposed Budget for the Diocese of New Hampshire as presented herein. The proposed budget calls for total revenue equal to total expense of $1,819,393. This represents an overall $16,802 (1 %) increase compared to the 2015 budget:

**Tending the Vine: Mission Priorities for 2015-2018**

As reflected in the 2016 budget, the Episcopal Church of New Hampshire has the following four mission priorities:

* developing the ability of congregations to grow, prosper and extend their ministries
* investing in the development of lay and ordained leadership
* supporting the children of our parishes, communities and state, and
* acting as advocates to uphold the dignity of every human being and care for the Creation.

**A. *Congregational and Mission Vitality***

A vital congregation is a place of joy, exploration, experimentation, and discovery of what God is doing in the world. A vital congregation is a place where apostolic ministry germinates and thrives; that is, where our people are *formed as disciples* and then are *sent out* to join God’s mission of healing, joy and hope-bearing, peace-making, and justice proclaiming.

To promote congregational and mission vitality, the following are needed:

* Increased Grant Funding through the Mission Resources Committee. This representative body from all orders of ministry and from each Convocation, will have greater oversight of the funds that can be distributed from the Diocesan budget to support local mission initiatives. Preference will be given to projects that serve new efforts that a) build communities in Christ’s name outside of the traditional Sunday morning model and b) explore regional ministries and erode age-old boundaries between and among parishes; that address underserved populations in our state.

In this way we are encouraging evangelism though local initiatives to bring people into the community of Christ. Examples of exciting projects that fit these parameters include the prospect of an Episcopal Service Corps (ESC) site to be established. ESC will provide young adults with a chance to live in an intentional community of prayer, work and service while exploring a vocation to lay or ordained leadership in the Church. Other examples include a mission to seafarers that provides evangelism, discipleship, advocacy, hospitality and service to mariners; and, a new presence in the Franklin-Tilton area which we feel called to but have yet to fully discern.

* Continue to strive toward Fair Share reduction. The Fair Share asking has been reduced from 17.5% in recent years. The 2016 Fair Share asking amount is calculated at 16.5%. The Episcopal Church (TEC) is also striving to reduce its asking from the current 19%.

**B. *Investing in Leadership*:** Targeting resources towards the development of Lay and Ordained leaders

The Nicene Creed contains the words: “one, holy, catholic, and *apostolic* church.” The recent history of our parishes (during the past 50-60 years) has led us to equate evangelism with our capacity to attract new members. Clearly, what has gotten us here will not get us to the place where God is now calling us. We now need to be sent out, to walk the boundary lines of our geography, comfort, and mission, to see where God is in our communities and to discern where we can join in.

Today’s clergy are moving from being chaplains to established members and systems, to being and forming apostles to the wider community. Our leaders, clerical and lay, need support as they take on this new way of being and leading. Cultivating leadership means developing new practices and competencies for mission in our communities. The following investments in leadership are needed:

* Funding curacies for new ordained leadership who can serve in multi-setting contexts and infuse new energy in areas of the Diocese that promise particular opportunities for partnership in God’s mission. Manchester, North Country, Sullivan County and the Seacoast have been identified as possible curacy locations.
* Enhanced funding for Lay Ministry leadership development including Commission on Ministry, Clearness & Regional Discernment Committees and workshops in areas such as mediation skills, EfM, Servant Leadership, centering prayer and local bible study & theological reflection in settings outside of church: local cafés, pubs and village commons.
* As we are called to serve communities beyond our walls, we need to support continued clergy formation in new ways, including Diaconal Education and the IONA Initiative.

**C. *Support of Ministry to Children, Youth, Families and Young Adults***

Addressing the widening gaps among our youth in accessing economic and social opportunity is a priority for the Episcopal Church of New Hampshire. The widening chasms between those who have access to “social capital” and those who do not is both a matter of justice and a threat to the stability of our society. This means we will be taking on projects not just to support our kids in the pews and Sunday school classes, but all Our Kids--the youth in the communities where the Church and her members are present. We have an opportunity to serve in new and effective ways: after-school programs; educational enrichment; adult mentorships; summer camps; drug and teen-pregnancy prevention; and other programs aimed at serving children at risk. The Bishop will be lifting up these mission opportunities throughout the Episcopal Church of New Hampshire.

**D. *Advocacy for Upholding the Dignity of Every Human Being and Care for the Creation***

The Vine as symbol of the Episcopal Church of New Hampshire is one of mutuality and interwovenness in Christ, among parishes, with one another and between our Church and a wounded society. At the root of the word advocacy is *vocare: to call, or speak*. We are calling out the challenges, and we are speaking on behalf of those who have no voice. The Bishop has determined the following priorities to speak to and witness to Christ in the public sphere: Homelessness; Human Trafficking and Sexual Exploitation; Creation Care; Gun Violence; and the Repeal of the Death Penalty. The Church of New Hampshire has enjoyed influence in the policy discussions in these and other areas and we are called to be good stewards of our public voice. We will invest in advocacy training and support for congregational leaders, so we may all lift our voices for the Gospel. The Missioner for Communications will invest additional time in assisting the Bishop and the Church in its advocacy efforts in 2016.

**Capital Campaign to Fund Priorities**

We are moving towards building new, additional resources that support the vibrant, shining mission ahead. Fifty years ago, in 1965, the Diocesan Advance Campaign was launched. The stated purpose of the campaign then was *“to equip the diocese with resources with which to meet the challenges of a new age marked by rapid change. New needs will arise, old needs will not disappear. A flexible program is required to provide the Church with the supple ability to move imaginatively and without delay into areas of need and opportunity.”* These powerful words ring loudly today as we envision new priorities for mission and ministry. The DAF loan process and Continuing Education Funds for clergy are the direct result of this auspicious campaign.

In November 1988, diocesan convention approved the initiation of the Advance Fund for the 90's, "*a fund drive designed to raise $1,750,000: $950,000 for mission within the diocese by expanding the facilities of existing congregations and establishing new one; $300,000 for matching, depreciating grants to congregations for clergy compensation; $200,000 for the renovation of the Diocesan House; and a tithe of $175,000 for outreach beyond the diocese and $125,000 for expenses*." (*Choose Life*, page 64). In 2016, we ask for added resources to explore and plan for a possible launch of a 2017 campaign for expanded and new missions. The Missioner for Communications and the Executive to the Bishop / Coordinator of Special Projects will provide Capital Campaign leadership in 2016. A budget of $8,000 for a data base and materials is projected.

**BUDGET HIGHLIGHTS**

The 2016 Proposed Budget was compiled from a number of sources, including requests for funding from Committees and Commissions. Prior to Convention, the budget will be discussed with each of the Convocations at meetings held in September and October, 2015. Following is a discussion of significant highlights along with the 2016 Proposed Budget in summary form. A more detailed budget is available upon request from the Canon for Mission Resources/CFO.

**REVENUE**

Fair Share continues as the major revenue source and is expected to fund 79% of the 2016 Proposed Budget. This is a reduction from 81% in 2015. The balance of revenue to fund the budget is comprised of investment income and restricted support.

**EXPENSE**

**SUPPORT FOR THE WIDER CHURCH**

**Support for The Episcopal Church**

Support for The Episcopal Church is currently budgeted at 19% of normal operating revenue.

**SUPPORT FOR THE CHURCH IN NEW HAMPSHIRE**

**Lay Leadership Development**

The success of the 2-day format at the 2015 Lay Leadership Institute has led to the proposal for a similar event in 2016. The budget accounts for the Friday dinner event and additional speaker costs. Additionally, workshops and retreat / training for Servant Leadership and Clearness & Regional Discernment Committees, mediation skills and spiritual direction development and support are included in the budget. $7,500 Increase in 2016 Budget.

**Children, Families & Young Adult Ministry**

Support of Ministry to Children, Families and Young Adults is a priority for 2016. Increased opportunities for diocesan youth ministry initiatives are included in the 2016 budget. A particularly exciting project is the prospect of an Episcopal Service Corps site to be established in the coming year. ESC will provide young adults with a chance to live an intentional community of prayer, work and service while exploring a vocation to lay or ordained leadership in the Church. $5000 was allocated in 2015. A $7000 increase in funding is proposed in 2016.

**Missioner for Communications / NH Episcopal News**

The ½ time Missioner for Communications position will be increased to ¾ time in 2016. This will allow for enhanced communication & advocacy offerings as well as leadership planning for the Diocesan Capital Campaign. Changes in the format of the NH Episcopal News incorporated in 2015 led to a $14,035 reduction in overall costs. The increase in salary is offset by the reduction in communication budget costs. Overall increase for 2016 is $3,150.00.

**Mission Resources**

Increased Grant Funding will be provided through the Mission Resources Committee. (see Mission Priorities listed in introduction). $6,182 increase in Mission Resource Grant funding and $9,628 for Fair Share Forgiveness.

**Commission on Ministry**

Support for the Commission on Ministry is budgeted as a three-year average of expenses for persons in the process of discerning a call to ordained ministry. During 2016, nine individuals will be in the ordination process. New funding for the IONA Initiative (clergy formation) and the provincial diaconal formation program is projected in 2016. These programs would effectively reduce the amount of long term debt faced by ordinands. $10,000 increase in the 2016 Budget.

**Retired Clergy Health Benefits**

The 2016 cost for Medicare Supplements is not available at this time. The 2016 proposed budget has been prepared on the historical costs of 2015. On April 9, 2015, Diocesan Council voted unanimously to approve recommended benefit changes for New Medicare Eligible Clerical and Lay Retirees. This change to benefits makes new Medicare eligible retiree health care the same as that provided in virtually every other diocese in TEC, but does not change the health care benefits provided to currently retired clergy.

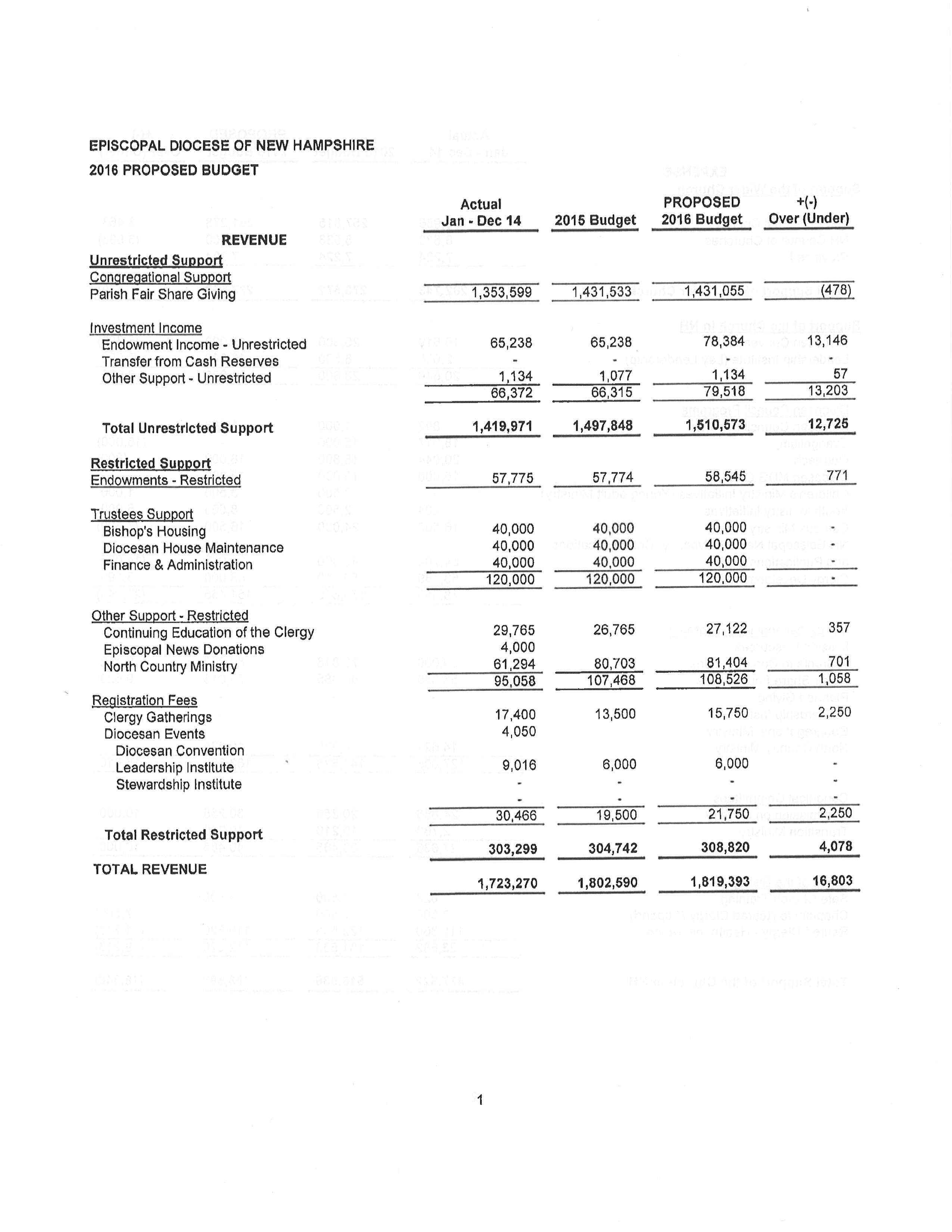
**Chaplain to the Retired Clergy**

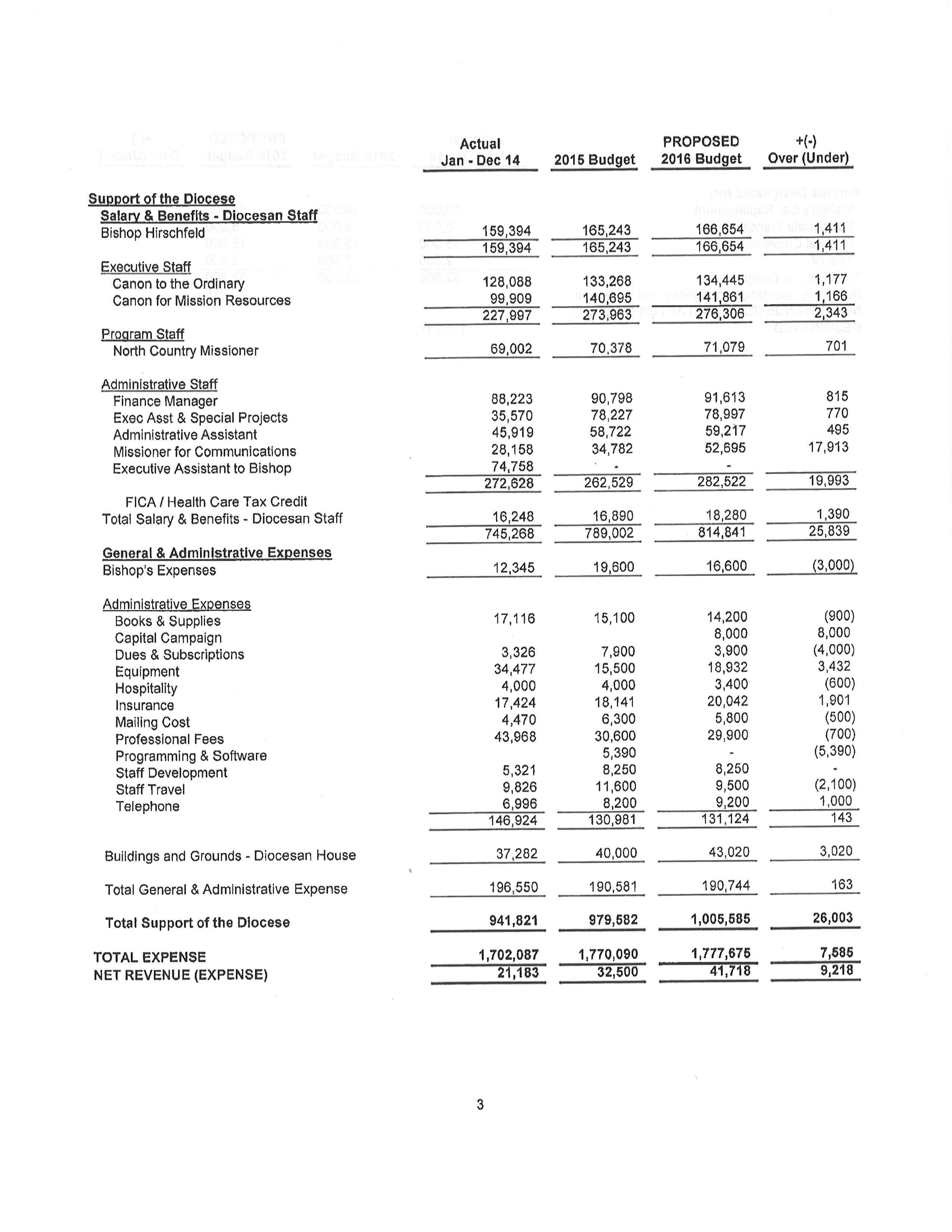
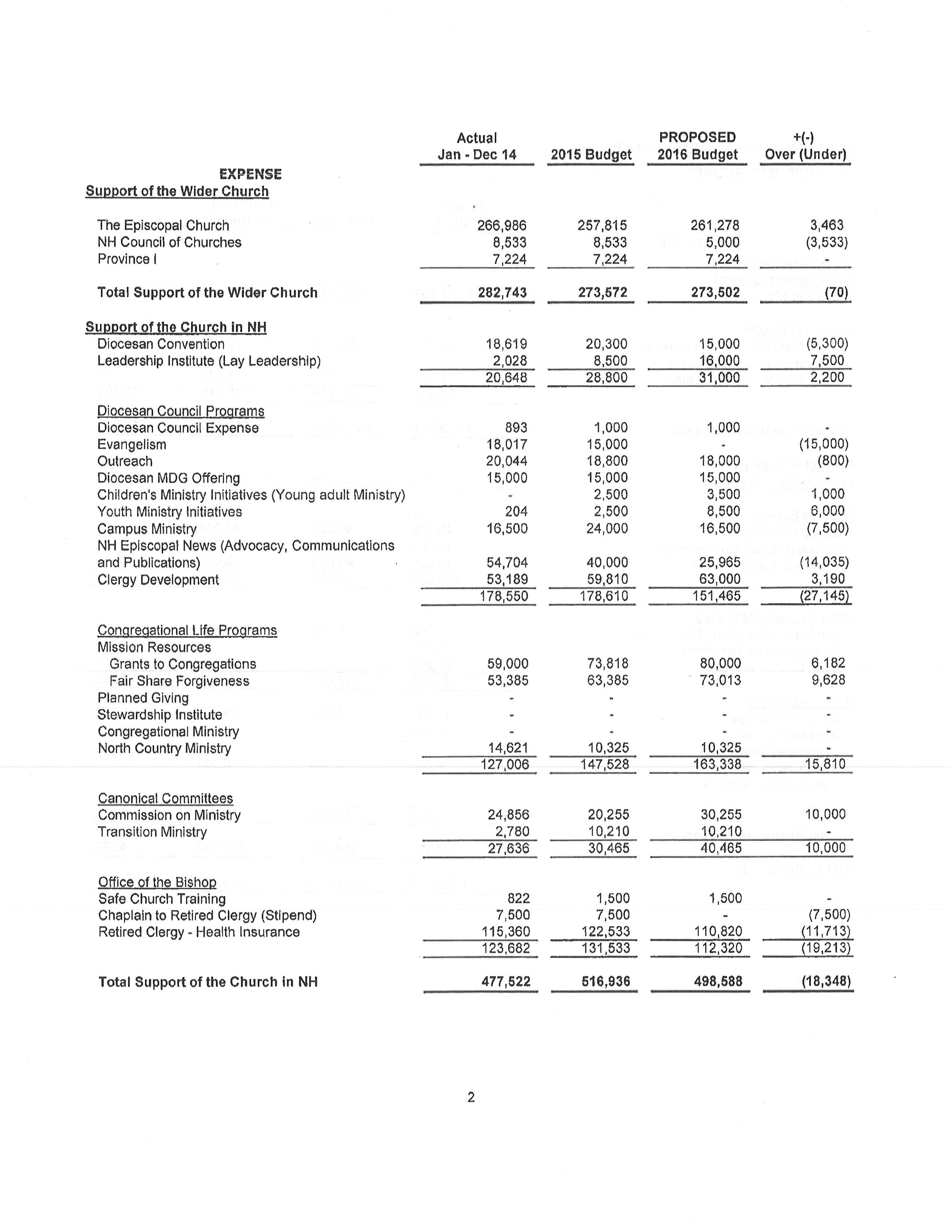
Funding for the position of Chaplain to the Retired Clergy has been eliminated. $7,500 reduction in 2016 budget.

**SUPPORT OF THE DIOCESE**

**Salary and benefits of Diocesan Staff**

The 2016 Proposed Budget includes a 3.3% increase in salary and benefits of $25,840. This amount includes a 1% recommended staff salary increase. The remainder is a reallocation of Communication resources.   
  
The amount $9,218 has been designated as surplus for insurance contingency and increases.

****

****

