

R-4 Resolution Proposed for the 225th Annual Convention of the Diocese of Virginia regarding stipendiary Clergy pay equity.

Resolved, that the Diocese of Virginia continue to report at Annual Convention each year its status of achieving pay equity for stipendiary clergy by gender and race. And, be it further

Resolved, that the Diocese of Virginia and each of its congregations make public its compensation and benefits by amount and type, for each of its stipendiary clergy, along with whether full-time or part-time work is being compensated. Each congregation will report this information each year to the Secretary of the Diocese on a form developed by the Diocese, along with parochial and other required annual reports, and the Diocese will include this information in its Annual Convention Journal or Clergy Compensation Guidelines.

Background:

The Diocesan Pay Equity Task Force has documented and quantified a significant pay inequity between male and female clergy members in Diocese of Virginia positions, has offered insight into reasons the disparity exists, and has challenged the Diocese to identify, implement, and monitor remedies. This resolution follows the recommendations of the task force and proposes two easy-to-implement steps our Diocese could take now that could help our Diocese and each of its congregations move toward the goal of equal pay for equal work.

The Rev. Ann Barker,
Rector, St. John's, Arlington
The Rev. Jo J. Belser,
Rector, Church of the Resurrection, Alexandria
The Rev. Charles Cowherd,
Associate Rector, Church of the Good Shepherd, Burke
The Very Rev. Fran Gardner-Smith
Rector, St. Thomas' Episcopal Church, McLean
The Rev. Anne M. Turner,
Program Coordinator, Deep Calls to Deep Program, Virginia Theological Seminary
The Rev. John Bolin Shellito,
Associate Rector, St. George's, Arlington
The Rev. Hillary T. West,
Rector, Epiphany Church, Herndon