

BR1: Reallocate Cost-of-Living Adjustments to Post-COVID Ministry

Resolved:

That the Diocese remove from its budget, for all employees, expenses for the following: all cost-of-living allowances (\$9,056.00) and reallocate these funds to expenses for the following: Line 53 - Post-COVID Ministry. This reallocation will provide assistance to congregations of the Diocese that have been seriously affected by the pandemic and are struggling to maintain employment of their staff. This reallocation is not retroactive but takes effect in May 2021 for the remainder of the year.

Rationale

For 2021, St. Paul's, Haymarket, purposefully decided to forego all employee increases in compensation, to include salary and/or pay increases, cost of living allowances, and bonuses. This decision was made in solidarity with, and recognition of, our church members who have struggled during the pandemic to maintain their employment, who have been furloughed, or who have lost their employment altogether. This has led to hardship for them and their families with both short-term and long-term effects.

We can act with vision, setting an example, and do so with sensitivity and understanding toward those who have borne significant loss during this unprecedented time. This compensation adjustment is a sacrifice, and it is meaningful through its practical expression of compassion.

Submitted by:

The Rev. Sean Rousseau
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