



THE 188th ANNUAL CONVENTION

OF THE DIOCESE OF CHICAGO

November 18 & 22, 2025

As amended and adopted by convention on November 22, 2025

RESOLUTIONS

- A-188 Minimum Priest Compensation
- B-188 Transition of the Eco DioChicago Working Group to Diocesan Committee for the Care of Creation (Eco DioChicago) and Encouragement for Congregations to Work with Eco DioChicago for Energy Audits and Grassroots Education Events
- C-188 Dignity - Not Hate, Not Mass Deportation, Not Silence: Chicago Diocese Reaffirms Migration with Dignity and Calls on Church Leaders to Implement Action Steps Now



THE 188th ANNUAL CONVENTION
OF THE DIOCESE OF CHICAGO
November 18 & 22, 2025

Subject: Minimum Priest Compensation

Originators: Diocesan Council, Mr. Keith Kampert, Diocesan Treasurer

RESOLUTION

RESOLVED, that the required minimum cash compensation (includes cash stipend and self-employment tax) to be paid to a priest working in Congregations in the Diocese for the calendar year of 2026 shall be:

	Full-time Priest	Half-time Priest* (20 hours/week)
No Church Housing or Utilities provided by the Church	\$76,476	\$38,238
Church Housing and Utilities provided by the Church	\$55,757	\$27,879

*All priests (including working retirees) should be compensated at a level commensurate with the number of hours the priest is providing to the Church as a percentage of the full-time priest compensation.

Further Resolved that Congregations that employ priests consult the compensation report submitted to the Convention; and

Further Resolved that Congregations employing any priest less than full-time are highly encouraged to pay 100% of the priest's medical and dental insurance, including family coverage when appropriate; and

Further Resolved that this resolution be required annually and that it reflect an

inflationary adjustment to the required minimum cash compensation for all priests working in congregations and on the Bishop's staff; and

Further Resolved that this resolution be reviewed in its entirety every two years by a task force appointed by Diocesan Council, and the cost-of-living adjustment must be recommended annually by the Diocesan Treasurer and Diocesan Council.

EXPLANATION

This resolution is offered by the Diocesan Treasurer and the Diocesan Council as required by the 165th Diocesan Convention (2002) in connection with its adoption of a resolution concerning compensation. The resolution, adopted in 2002, required that the Diocesan Treasurer recommend annually an inflationary adjustment to the required minimum cash compensation for full-time priests working in congregations and on the Bishop's staff. As contemplated in 2002, the resolution was advisory for priests in other positions and for priests who are working less than full-time. Effective with resolution B-184 (2021), the resolution is mandatory for all part-time and full-time priests. The compensation figures included in this resolution reflect a 2% recommended inflationary increase from 2025 to 2026.

The increase of 2% reflected in the minimums given above is in consideration of the 3% increase in the "Consumer Price Index (CPI) All Items Less Food and Energy – All Urban Consumers" for the Chicago-Naperville- Elgin, IL-IN_ WI Core Based Statistical Area and the 2.7% increase in the CPI for all items from July 2024 to July 2025.

(http://www.bls.gov/regions/midwest/news-release/ConsumerPriceIndex_Chicago.htm). The Chicago-Naperville-Elgin includes the counties of Cook, DeKalb, DuPage, Grundy, Kane, Kankakee, Kendall, Lake, McHenry, and Will Counties in Illinois.

As these are minimum cash compensation amounts, we recommend that Congregations pay their priests above these levels based on tenure (e.g., with that particular church or as an ordained priest), parish size (e.g., average Sunday attendance or annual budget), parish growth, diversity in programming, etc. In cases where parishes wish to pay more than these minimums, but have difficulty

doing so, other forms of compensation (e.g., such as additional vacation, sabbaticals, professional education) should be offered.

If medical and dental coverage at 100% is not feasible for priests working less than full-time, it is suggested to use the same formula as used when calculating salary. If a priest is covered under a spousal plan, it is highly suggested that the priest's compensation be increased per the exact amount the spouse is required to pay per their employer. This compensation is taxable and pensionable to the priest.

Additionally, each Congregation or institution is expected to review the compensation of its priest(s) on a yearly basis and make the necessary adjustment based on the cost-of-living increase.

Resources are available from Bishop's staff and Church Pension Group to assist Congregations and priests with cash compensation determinations.

These minimums, along with total compensation of priests in the Chicago Diocese, should be examined to ensure that Diocese of Chicago priests are paid fairly, relative to their ecclesiastical peers in The Episcopal Church.

This resolution has been reviewed and approved by Diocesan Council on September 20, 2025.

Diocesan staff salaries are set separately through the annual budget process and are already reflected in the Diocesan budget. Therefore, adoption of this resolution is not expected to require expenditures that would have an impact on the Diocesan budget.

B-188



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Subject: Transition of the Eco DioChicago Working Group to Diocesan Committee for the Care of Creation (Eco DioChicago) and Encouragement for Congregations to Work with Eco DioChicago for Energy Audits and Grassroots Education Events

Originators: Richard Benson (Atonement, Chicago), Elizabeth Simpson-Falck (Ascension, Chicago), Robin Weaver (St. Charles, St. Charles), The Rev. Charles Everson (Atonement, Chicago), The Rev. Jenny Hulen (St. Simon's, Arlington Heights), Alan Medsker (St. Simon's, Arlington Heights)

RESOLUTION

WHEREAS, the 187th Annual Convention established Eco DioChicago as the Diocese's Working Group for Creation Care and is leading the Diocese's goal to reach net-zero greenhouse gas emissions by 2030,

RESOLVED, that this 188th Annual Convention establish Eco DioChicago as the Diocesan Committee for the Care of Creation (Eco DioChicago) with allocation of the annual Diocesan budget to continue the work of implementing Resolution F-187, and

RESOLVED, that all Congregations are urged to collaborate with Eco DioChicago to coordinate low-to-no cost comprehensive professional energy audits where appropriate for their properties during 2026, and

RESOLVED, that all Congregations, especially those located in or near Environmental Justice Communities and Low Income Communities as defined in the explanation, collaborate with Eco DioChicago to the best of their abilities for the work of Eco DioChicago's Illinois Solar for All grassroots campaign through building connections and, where appropriate, serving as host locations for community meetings and workshops.

EXPLANATION

Caring for creation is a priority of the Diocese of Chicago and the broader Episcopal Church.

Eco DioChicago formed in August of 2024 as a result of the Episcopal Church's Eco-Justice Young Adult Fellowship and has since maintained significant and increasing activity. Dioceses across The Episcopal Church have created standing committees or commissions to guide their growing Creation Care and net-zero work in their own contexts (e.g., Northern California, North Carolina, and Alabama). Committee status can help cement creation care as a priority of the Diocese's work. Continuing missions are often categorized as committees in the Diocese of Chicago,

recently exemplified by the Sanctuary Task Force's transition to committee status in 2024.

Eco DioChicago met its obligations of resolution F-187 and published guidance documents for the theology of creation care and resources for congregations to reach net-zero, available on the Diocesan website.

Eco DioChicago successfully coordinated an energy audit funding pilot for several congregations in the Diocese, in cooperation with Episcopal Charities, and has built relationships for future low or no cost audits. Professional energy audits meeting the standards of the American Society for Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE) comprehensive Level II are a crucial and helpful first step for congregations to accomplish short term energy efficiencies as well as plan out more substantial projects to achieve our net-zero by 2030 goal.

Eco DioChicago received a \$135,060 grant from Illinois Solar for All (ILSFA) to conduct and coordinate grassroots education across the diocese, which it will do throughout 2026 in collaboration and administration with Episcopal Charities. As part of the ILSFA grassroots grant, Eco DioChicago will host education sessions, initially focusing on congregations outside Chicago's city limits and those in or adjacent to [environmental justice](#) (EJ) and [low-income](#) areas. EJ areas are those communities and census tracts designated by the State of Illinois as having a demonstrated risk of suffering from environmental hazards that can cause long-term negative health effects. Congregations who serve as hosts for these sessions may be entitled to receive a stipend funded by the grant.

In 2026, Eco DioChicago desires to build on its successful inaugural year and cement the Diocese's commitments to caring for creation by becoming an official committee of the Diocese and will continue to provide guidance and support for the Diocese and its congregations as they continue to work toward net-zero greenhouse gas emissions.

In anticipation of its transition to the status of a Diocesan Committee, Eco DioChicago has submitted a budget request of \$8,500.00. The originators have confirmed with diocesan staff that \$8,500.00 is currently allocated in the diocesan budget.



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November 18 & 22, 2025

Subject: Dignity - Not Hate, Not Mass Deportation, Not Silence: Chicago Diocese Reaffirms Migration with Dignity and Calls on Church Leaders to Implement Action Steps Now

Originators: Sanctuary Committee, Hispanic Affairs Committee; Antiracism Commission; Peace & Justice Committee; Episcopal Charities, The Reverend Canon Sandra Castillo

RESOLUTION

He has sent me to proclaim release to the captives and recovery of sight to the blind, to let the oppressed go free, to proclaim the year of the Lord's favor. (Lk 4:18-19)

Resolved, that the 188th Convention of the Episcopal Diocese of Chicago respond with steadfast commitment to Bishop Paula Clark's courageous pastoral letter of August 1, with its prophetic call for a ["diocesan-wide change of heart and action"](#) on the immigration crisis, which should be read aloud to every congregation of the diocese; and that, as people of faith, honoring our baptismal covenant to seek and serve Christ in all persons, we therefore reaffirm our support for Migration with Dignity, the immigrant justice policy adopted by [the 81st General Convention of the Episcopal Church](#) (Resolution C031); and be it further

Resolved, that "dignity" is not just a word, but rather a framework of principles declaring that all migrants have: 1) a universal right of movement; 2) the right to be secure from arbitrary and abusive detention, forced labor and sexual violence; 3) the right of equality; 4) the right to a basic quality of life; 5) the right to access services; and 6) civil and political rights, and therefore, we oppose all policies and actions that deprive migrants of these rights including, but not limited to, the U.S. Government's current program of mass detention and deportation; and be it further

Resolved, that we oppose U.S. Government actions that: 1) halt refugee resettlement programs; 2) terminate temporary protected status (TPS) and humanitarian parole for many categories of migrants; 3) sharply restrict migrants' ability to seek asylum; 4) conduct mass arrests of migrants; 5) deport migrants without due process to foreign

prisons and countries other than their countries of origin; 6) give the green light to enforcement within houses of worship, schools and hospitals; 7) defy U.S. courts by failing to carry out their orders; and 8) harass or detain public officials for investigating detention facilities or accompanying migrants to court hearings; and be it further

Resolved, that the Episcopal Diocese of Chicago call upon all Episcopalians in the diocese to advocate that local, state, national and international governing bodies promote Migration With Dignity by cancelling and repealing these actions and programs and by enforcing existing laws and policies on behalf of refugees, migrants, asylum seekers and displaced persons and enacting new laws and policies guaranteeing their welcome, protection and integration into our communities; and be it further

Resolved, that, acknowledging the current state of emergency for migrants and their families and the daunting challenges facing migration ministries across the Church, we urge the Presiding Bishop, President of the House of Deputies, and the Executive Council of The Episcopal Church to act now to establish the Task Force on Migration With Dignity as called for in the [Migration with Dignity resolution](#) (C031) adopted by the 81st General Convention to: 1) inventory current assets and resources of the Church for serving and supporting migrants; 2) conduct a gap analysis to identify missing elements that could strengthen the Church's response; 3) recommend a church-wide strategy for supporting migrants and for information and resource sharing; and be it further

Resolved, that Bishop Paula Clark proclaim a Sunday during the season of Epiphany as Migration with Dignity Sunday, that we urge the Presiding Bishop, President of the House of Deputies and the Executive Council to act now to establish an annual Migration with Dignity Sunday for The Episcopal Church during the season of Epiphany as called for in resolution C031; and be it further

Resolved, that the Episcopal Diocese of Chicago participate in a Migration with Dignity formation program to engage Episcopalians in this diocese with the plight of refugees, migrants, asylum seekers and displaced persons and encourage actions that can be undertaken to assist them and advocate on their behalf; and be it further

Resolved, that the Episcopal Diocese of Chicago strongly oppose the 287(g) program, which delegates federal immigration enforcement authority to local law enforcement, resulting in racial profiling, erosion of community trust, and separation of families; and be it further

Resolved, that such agreements have been prohibited in our state since 2017 under the Trust Act and we call for this prohibition to continue, and we urge local jurisdictions to reject participation in federal immigration enforcement, affirming that public safety

depends on trust between immigrant communities and local authorities, and that such trust is undermined when police act as immigration agents.

EXPLANATION

The Migration with Dignity resolution (CO31) was adopted with strong support at the 81st General Convention of the Episcopal Church in June 2024. Similar resolutions had previously been adopted by Province V and by more than a dozen Episcopal dioceses, including the Diocese of Chicago in November, 2023 (D-186).

In 2025, a crisis situation has emerged, nationwide and here in Chicago, as the current federal administration has increasingly ignored and intentionally violated the immigrant human rights these resolutions insist upon. Today, members of our congregations and communities are under attack and living in fear. Therefore, as our Bishop has forcefully pointed out, it is now time for our diocese to reaffirm and strengthen our commitment to Migration with Dignity principles, as restated in this resolution.

In addition, the version of Migration with Dignity adopted by the 81st General Convention called upon the church to take several clearly defined action steps, including the appointment of a whole-of-church Task Force on Migration with Dignity and an official Migration with Dignity Sunday, to be celebrated each year during Epiphany. More than a year after the 81st General Convention, these action steps remain unfulfilled. Therefore, this new resolution implores church leadership - including the Presiding Bishop, President of the House of Deputies, and Executive Committee - to respond to the current state of national emergency by immediately implementing the action steps that CO31 clearly defined.

If adopted, we respectfully request that the Secretary of the Convention send notification of this resolution to the intended recipients – the Presiding Bishop, President of the House of Deputies and the Executive Council.

Adoption of this resolution is not expected to require additional expenditures that would have an impact on the Diocesan budget.