CLERGY COMPENSATION AND BENEFITS POLICY AND HANDBOOK - 2027

The following tables, containing guidelines for compensation of clergy in this Diocese, be used in the call process and in negotiations and review of the Letter of Agreement as ratified by Convention 2016.

There will be a regular mutual ministry review of the parish by the clergy, wardens and vestry.

That there will be an annual salary and benefit review to ensure appropriate compensation. Such review should take into account the most recent Clergy Compensation Resolution adopted by Convention and that each parish considers a minimum cost of living increase for each member of the clergy as passed by Resolution.

That parish classification is used as a tool to reflect the size, scope and complexity of the clergy person's responsibility.

Parishes are classified by indexing three statistics from the Parochial Report: Communicants in Good Standing (CGS), Average Sunday Attendance (ASA), and Normal Operating Income (NOI). The calculated index is a single number that types a parish as I, II, III or IV.

CGS	**50**	**100**	**150**	**200**	**250**	**300**	**350**	**400**	**450**	**500+**
Index	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**

ASA	**25**	**50**	**75**	**100**	**125**	**150**	**175**	**200**	**225**	**250+**
Index	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**

NOI	**25**	**50**	**75**	**100**	**125**	**150**	**175**	**200**	**225**	**250+**
Index	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**

The sum of the index values developed for each of the components determines the Parish Type:

Index Value	Type
10 or less	Type I
10.1 to 15	Type II
15.1 to 21	Type III
21.1 and above	Type IV

Index calculation:	Bracket	Index
Select from the table values that bracket the reported amount. E.g.; 325	300 - 350	6 – 7
Subtract lower bracket number from reported value	325 - 300 = 25	

Divide the resulting value, 25, by the spread in the bracket, 50. Add resulting value, .5, to lower index = 6.5.

Parish Example:

Parochial Statistics	Reported Amount	Bracket	Index Value
CGS	325	300 - 350	6.5
ASA	175	175 - 200	7
NOI	$160,000	150 - 175	6.4
	Total		19.9

The three indices added together equal 19.9, a parish classification of Type III.

A salary range is provided for each parish Type. The range enables a parish to call a new priest and to recognize existing clergy's performance and length of service.

Guidelines for base cash salary (does not include housing or utilities):

	Range
Type I	$50,066 - 69,088
Type II	$58,407 - 80,602
Type III	$66,743 - 92,099
Type IV	$76,558 - 103,629

FULL-TIME CLERGY

The clergy shall be paid at least the minimum base cash salary for the appropriate salary range.

The following additional benefits will be part of the total compensation for all full-time clergy:

1. Half of the self-employment tax liability (currently 15.3%) on the following amounts: (cash salary + fair rental value of rectory + utilities) if church owned housing is provided, or (cash salary + cash housing allowance) if church owned housing is not provided. The Diocesan Board shall undertake the implementation of any revisions or change of laws that affect employee contributions in self-employment tax as they may relate to clergy as part of clergy reimbursement.
2. If housing is provided, the priest shall have full and exclusive use of the property.
3. Reimbursement for all tolls, parking fees and mileage at current IRS rate.
4. Participation in one of the Denominational Health Plans available in the Diocese, unless the cleric elects the Employee Opt Out Option provided by the Denominational Health Plan Model.
5. Participation in Workers' Compensation insurance.

6. The following periods of leave at full compensation:
    a. Annual Vacation of four weeks, including five Sundays. Vacation time shall not be cumulative and may not be carried forward into a succeeding year, unless by previous arrangement under extenuating circumstances, as arranged with and approved by the Wardens.
    b. New Year's Day, Martin Luther King Jr. Birthday, Presidents' Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving, and Christmas) to be taken in cooperation with the needs of the parish as negotiated with the wardens.
    c. Professional Development Leave at the rate of two weeks per year, including one Sunday.
    d. The Rector shall be eligible for a Sabbatical time after the sixth year of service, and every sixth year thereafter. A Sabbatical time is three (3) months in length, and not more than (4) months, if the Rector elects to append /his/her vacation time to extend the Sabbatical for the fourth month. It is agreed that, following a sabbatical, the Rector will remain in his/her position for at least twelve months. The Rector must notify the Bishop six (6) months prior to taking a Sabbatical leave.
    e. Clergy Sick Leave Policy – If illness or injury inhibits the rector's performance or causes the rector to be absent on a Sunday morning, a warden shall be notified. The wardens are to be dually concerned with the rector and parish's health. If repeated or chronic absence of the rector becomes a factor in the life of the parish, then the rector, a warden or both shall notify the Bishop.
7. An equity allowance over and above stated compensation for clergy residing in church-owned housing in order to reduce the adverse economic impact of not accumulating equity in a house.
8. Relocation expenses at a cost not to exceed the estimate provided by the moving company contracted by the Diocese.

PART TIME CLERGY

The part-time clergy shall be paid at least the minimum base cash salary for the appropriate salary range multiplied by the percentage defined in the letter of agreement.

The following additional benefits will be part of the total compensation for all part-time clergy:

1. Half of the self-employment tax liability (currently 15.3%) on the following amounts: (cash salary + fair rental value of rectory + utilities) if church owned housing is provided, or (cash salary + cash housing allowance) if church owned housing is not provided. The Diocesan Board shall undertake the implementation of any revisions or change of laws that affect employee contributions in self-employment tax as they may relate to clergy as part of clergy reimbursement.
2. If housing is provided, the priest shall have full and exclusive use of the property.
3. Reimbursement for all tolls, parking fees and mileage at current IRS rate.
4. Participation in one of the Denominational Health Plans available in the Diocese, for those who are eligible for health insurance, unless the cleric elects the Employee Opt Out Option provided by the Denominational Health Plan Model. The minimum contribution

by the parish shall equal the contribution for the available Standard Health Plan times the percentage used in determining cash salary.

5. Participation in Workers' Compensation insurance.
6. The following periods of leave at full compensation:
    a. Annual Vacation of four weeks, including five Sundays. Vacation time shall not be cumulative and may not be carried forward into a succeeding year, unless by previous arrangement under extenuating circumstances, as arranged with and approved by the Wardens.
    b. New Year's Day, Martin Luther King Jr. Birthday, Presidents' Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving, and Christmas to be taken in cooperation with the needs of the parish as negotiated with the wardens.
    c. Personal Development Leave at the rate of two weeks per year, including one Sunday.
    d. The Rector shall be eligible for a Sabbatical time after the sixth year of service, and every sixth year thereafter. A Sabbatical time is three (3) months in length, and not more than (4) months, if the Rector elects to append /his/her vacation time to extend the Sabbatical for the fourth month. It is agreed that, following a sabbatical, the Rector will remain in his/her position for at least twelve months. The Rector must notify the Bishop six (6) months prior to taking a Sabbatical leave.
    e. Clergy Sick Leave Policy – If illness or injury inhibits the rector's performance or causes the rector to be absent on a Sunday morning, a warden shall be notified. The wardens are to be dually concerned with the rector and parish's health. If repeated or chronic absence of the rector becomes a factor in the life of the parish, then the rector, a warden or both shall notify the Bishop.
7. An equity allowance over and above stated compensation for clergy residing in church-owned housing in order to reduce the adverse economic impact of not accumulating equity in a house.
8. Relocation expenses at a cost not to exceed the estimate provided by the moving company contracted by the Diocese.

PARISH PRIEST

This title replaces "long-term supply". It is used when the cleric has fewer responsibilities than either full or part time clergy and the cleric is the only one the parish has. There should be a written agreement specifying the expectations of the cleric and of the parish both as to duties and compensation. Here are some of the issues to be considered. Is the cleric responsible only for Sunday services? Weddings? Funerals? Pastoral and/or administrative duties. If the latter, what kinds and is there a limit on the number of hours a week? The following compensation table should guide the amount of compensation provided.

The following be established as minimum compensation for a Parish Priest:

One service:	**$187**
Two services same day:	**$219**
Three services same day:	**$252**

A Saturday & Sunday Service	**$295**
Active Pastoral/Admin Care:	**$ 76 an hour**

Travel reimbursement at IRS rate

Guidelines for implementing Parish Priest compensation:

Since these are minimum amounts, clergy and parishes may negotiate higher rates.

Weddings:

- **$187** for the wedding service.
- **$ 76** per hour for marriage preparation
- **$142** for the rehearsal
- Travel reimbursement
- Each parish is encouraged to determine whether or not to pass these fees along to those being married.

Funerals:

- **$187** for the service
- **$76** per hour for pastoral work and service preparation with the family
- Travel reimbursement
- Any fee from the funeral home gets subtracted from the above fees; any honorarium from the family does not.

SUPPLY CLERGY

Normally, this situation occurs when regular parish clergy are on vacation or otherwise unavailable for services. Parish clergy and supply clergy should discuss in advance whether or not the supply would provide pastoral/administrative care in addition to services. If the supply cleric is replacing one parish cleric who takes services at more than one place on the same day, the multiple service rates below apply.

The following be established as minimum compensation for Supply Clergy:

One service:	**$187**
Two services same day:	**$219**
Three services same day:	**$252**
Saturday and Sunday service	**$295**
Pastoral/Admin Care:	**$ 76** an hour

Travel reimbursement at IRS rate

Guidelines for implementing supply clergy compensation:

Since these are minimum amounts, clergy and parishes may negotiate higher rates.

Weddings:

- **$187** for the wedding service.
- **$ 76** per hour for marriage preparation
- **$142** for the rehearsal
- Travel reimbursement
- Each parish is encouraged to determine whether or not to pass these fees along to those being married.

Funerals:

- **$187** for the service
- **$ 76** per hour for pastoral work and service preparation with the family
- Travel reimbursement
- Any fee from the funeral home gets subtracted from the above fees; any honorarium from the family does not.