

ON CLERGY COMPENSATION — 2010

BE IT RESOLVED:

That range midpoints of cash compensation (*Note 1*) for full-time clergy effective January 1, 2010, be:

I. FULL-TIME CLERGY

| SALARY RANGE MIDPOINTS FOR FULL-TIME CLERGY | | | |
|---|---|---------------------------------|-----------------------------|
| Church Pension Fund National Size Category | DioPa Congregation Size Category (Note 2) | Residence Not Provided (Note 3) | Residence Provided (Note 3) |
| Interns and Assistants / Associates | | | |
| Transitional Deacon | 0 | \$53,874 | \$40,355 |
| Assistant / Associate | 1 | \$60,207 | \$45,099 |
| Rectors, Vicars, Interims, Priests-in-Charge | | | |
| Family | 2 | \$67,856 | \$50,828 |
| Pastoral | 3 | \$76,080 | \$56,989 |
| | 4 | \$84,304 | \$63,149 |
| Transitional | 5 | \$92,528 | \$69,310 |
| | 6 | \$100,753 | \$75,470 |
| Program | 7 | \$108,977 | \$81,630 |
| Resource | 8 | \$117,201 | \$87,791 |

Ranges shall extend two salary categories above and below the midpoint.

It is the policy of the Diocese of Pennsylvania that that the range midpoint is the appropriate salary for a thoroughly competent incumbent. Merit increases thereafter shall be added to cost-of-living increases, as warranted by periodic reviews.

Transitional Deacons use “0” as the factor for computing an initial salary. Upon ordination to the Priesthood the factor becomes “1”.

RESOLVED:

II. PART-TIME CLERGY

That total compensation (*Note 4*) for priests who are employed part-time (other than as supply priests) shall be proportional to the total compensation for a priest holding the same position on a full-time basis.

RESOLVED:

III. SUPPLY CLERGY

That the 2010 guidelines for priests who supply or cover particular services in a congregation be as follows (*Note 5*):

| PER DAY CASH COMPENSATION GUIDELINES | | |
|---|-----------------------|--------------------------|
| Compensation Range | Single Service | Multiple Services |
| Minimum | \$116 | \$148 |
| Usual Range | \$131-\$218 | \$164-\$273 |
| Maximum | \$244 | \$311 |

Mileage, paid at the current IRS rate, and/or other related expenses should be paid in addition to cash compensation.

Explanatory Notes:

(Note 1)

"Cash compensation" shall be defined as cash salary plus housing allowance plus 50% SECA. Cash compensation does not include reimbursement for expenses, (e.g., for automobile use or continuing education.) nor health and pension premiums.

(Note 2)

Compensation for a rector/vicar/interim/priest-in-charge shall be based upon the corresponding Congregational Size Category as defined by the following formulas. Parochial Reports due March 2009 shall be used for these calculations.

People Index # = (Parochial Report Page 3, Number 1 + P.R. Page 2, Number 6) divided by 2

Financial Index # = (Parochial Report Page 3, Letter E + P.R. Page 3, Number 3) divided by 2

Compare to size chart and use the higher of the two.

The table below relates Congregational Size Categories to the corresponding People and Financial Indices for 2010:

| CONGREGATIONAL SIZE CATEGORIES FOR CLERGY COMPENSATION | | | |
|---|-----------------------------------|---------------------|---------------------------------|
| National Size Category | Congregation Size Category | People Index | Financial Index (\$000s) |
| Family | 2 | 0- 84 | 0-189 |
| Pastoral | 3 | 85-110 | 189-236 |
| | 4 | 111-140 | 236-294 |
| Transitional | 5 | 141-172 | 294-352 |
| | 6 | 173-225 | 352-454 |
| Program | 7 | 226-325 | 454-646 |
| Resource | 8 | 326+ | 646+ |
| The Congregation Size Category is the Higher of the People and Financial Index | | | |

(Note 3)

The 2010 salary figures for full-time clergy have not been changed from the 2009 figures. Each vestry should designate by resolution an adequate, specific portion of cash compensation to be "housing allowance" in order to permit eligible clergy to exclude from federal taxable income any housing costs that are paid directly from gross income. (Housing costs include furnishings, mortgage payments, all utilities, and any items normally covered by rent.)

(Note 4)

"Total compensation" is defined as cash compensation (as defined in *Note 1*) plus provisions for pension and for health and life insurance if required in accordance with *Note 5*.

(Note 5)

Cash compensation for supply clergy is based on full-time compensation. It does not reflect an increase from 2009. (The table is based on the proposition that there are 263 working days per year. A congregation is obligated to pay Church Pension Fund assessments for clergy employed for three months or more and who earn \$50 or more per month, unless already on pension.)

The following policy statements have been approved by previous Conventions and directed by Convention to be placed in delegate packets for their information.

POLICY ON AUTOMOBILE AND OTHER EXPENSES

The policy on allowances and reimbursements for work-related expenses is reaffirmed as follows:

All "business" expenses, e.g., those expenses that would normally be reimbursed in secular employment, shall be reimbursed and provided for in adequate allowances in congregation budgets.

The Internal Revenue Service generally recognizes two methods of accounting for Automobile Expenses. In Method One, which is recommended by the Commission on Clergy Salaries and Pensions, in consultation with the *Manual of Business Methods in Church Affairs*, and financial counsel to the Commission, The Rev. Canon William Geisler, CPA, appropriate automobile expenses, including mileage, tolls, parking and other related expenses are reimbursed to the clergy. Mileage is to be paid at the current IRS rate.

The older method, a monthly automobile allowance, is still permissible under IRS guidelines; however, all records of the use of Automobile Allowance, including mileage, parking, tolls and other related expenses, must be documented. At the end of each year, any automobile allowance which has been disbursed but not used, must be included by the cleric as taxable income.

In both methods, timely, documented, reimbursement requests are to be submitted by the clergy, approved by the appropriate Warden or Vestry, and kept on record by the Parish.