

ON CLERGY COMPENSATION — 2012

BE IT RESOLVED:

That range midpoints of cash compensation (*Note 1*) for full-time clergy with five years of Credited Service effective January 1, 2012, 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	\$55,382	\$41,485
Assistant / Associate	1	\$61,893	\$46,362
Rectors, Vicars, Interims, Priests-in-Charge			
Family	2	\$69,756	\$52,251
Pastoral	3	\$78,210	\$58,584
	4	\$86,665	\$64,917
Transitional	5	\$95,119	\$71,250
	6	\$103,574	\$77,583
Program	7	\$112,028	\$83,916
Resource	8	\$120,483	\$90,249

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”.

You may use the online salary calculator at http://www.diopa.net/compensation_calc to determine mid-point compensation.

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 2012 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	\$119	\$152
Usual Range	\$135-\$224	\$169-\$281
Maximum	\$251	\$320

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 2011 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 2012:

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 2012 salary figures for full-time clergy have been changed from the 2011 figures to reflect an increase of 2.8 percent based on the Philadelphia area cost of living increase for the 12-month period ending June 30, 2011. 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 reflects an increase of 2.8 percent from 2011. (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.