



To the Clergy, Wardens and Parish Administrators of the Episcopal Diocese of Pennsylvania:
Grace, mercy, and peace from God the Father and Christ Jesus our Lord.

As you know, the Commission on Clergy Salaries and Pensions is canonically charged with setting the minimum compensation standards for clergy in the Diocese of Pennsylvania. To accomplish this, the Salary Monitoring Committee calculates the consumer price index change using the government-supplied Consumer Price Index (CPI) data for the Philadelphia market from June to June of each year. The Committee reviews the recommended percentage with the Commission, and then communicates the recommended change to clergy, wardens and parish administrators during the fourth quarter of the year.

In 2008, the economy experienced a significant upward change in the CPI due primarily to energy costs. The recommendation in the RB-2009 was to encourage all parishes to increase clergy salaries by 5.1% for the 2009 compensation year, based on the objective data and methodology. While most parishes were able to meet this commitment to their clergy, some parishes were not able to increase salaries to this extent or at all. In 2009, the economy is in recession and the CPI has not increased. Therefore, the Salary Monitoring Committee recommends no increase in 2010 to reflect the cost of living for clergy who are currently at or above market compensation – and are meeting or exceeding their employment expectations. With that said, some clergy did not receive any or a full increase last year, and the commission would prayerfully suggest you make an adjustment to result in an increase of 3%, the CPI rise over the last two years, and work to ensure that clergy are at or above the minimum salary standards set for the Diocese. We also encourage you to use the “Salary Calculator” at www.diopa.net/compensation_calc to check your compliance with clergy compensation standards.

Saint Paul stated it this way;

Let the elders who rule well be considered worthy of double honor, especially those who labor in preaching and teaching. For the Scripture says, "You shall not muzzle an ox when it treads out the grain," and, "The laborer deserves his wages." (1 Timothy 5:17-18)

We are sympathetic to those parishes still struggling and offer our prayers and an ear to listen. Please pray about taking care of those clergy who help to bring Christ to all of us.

Commission on Clergy Salaries and Pensions