

ON CLERGY COMPENSATION — 2020

BE IT RESOLVED:

That minimums and range midpoints of cash compensation (*Note 1*) for full-time clergy with five years of Credited Service effective January 1, 2020, 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)	
		Minimum	Midpoint	Minimum	Midpoint
Interns and Assistants / Associates					
Transitional Deacon	0	\$62,122	See note 3a	\$48,673	See note 3a
Curate/Assistant/Associate	1	\$68,757	See note 3b	\$51,503	See note 3b
Rectors, Vicars, Interims, Priests-in-Charge					
Family	2	\$76,724	\$76,724	\$57,472	\$57,472
Pastoral	3	\$76,724	\$86,023	\$57,472	\$64,437
	4	\$76,724	\$95,323	\$57,472	\$71,403
Transitional	5	\$86,023	\$104,622	\$64,437	\$78,368
	6	\$95,323	\$113,921	\$71,403	\$85,334
Program	7	\$104,622	\$123,220	\$78,368	\$92,299
Resource	8	\$113,921	\$132,520	\$85,334	\$99,266

The minimum and midpoint compensation figures in the above table have been increased by 2.1% from RB-2019, based on the annual cost of living increase determined from our industry-standard methodology. Categories 2-8 apply to full-time Rectors, Vicars, Interims and Priests-in-Charge. In each of these categories the minimum reflects the midpoint for two-levels below the specific category.

It is the policy of the Diocese of Pennsylvania (DIOPA) that that the range midpoint is the appropriate salary for a thoroughly competent incumbent with five years of experience (except for Deacons, Curates, Assistants). **Merit increases (including adjustments for tenure) thereafter shall be added to cost-of-living increases, as warranted by periodic reviews.**

Transitional Deacons use “0” as the category for computing an initial salary. Upon ordination to the Priesthood the category becomes “1.” The curate designation is used for the first year’s compensation. For Years 2-5, compensation should move from the minimum for this level to the minimum of Category 2. But full-time assistant or associates may have responsibilities that meet or exceed those of a Rector, Vicar, Interim, or Priest in Charge for Category 2-4 churches and their compensation should be adjusted accordingly.

You may use the updated online salary calculator at <http://www.diopa.org/salaries-compensation-grid/> to determine mid-point compensation, once this resolution is approved at convention.

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. Any clergy person who is compensated a level lower than the minimum for the size category of their congregation is understood as part time, and should negotiate duties/responsibilities with their employer as appropriate.

RESOLVED:

III. SUPPLY CLERGY

That the 2020 guidelines for priests who supply or cover specific services in a congregation be as follows (*Note 5*):

PER DAY CASH COMPENSATION GUIDELINES		
Compensation Range	Single Service	Multiple Services
Minimum	\$131	\$170
Usual Range	\$150-245	\$180-301
Maximum	\$277	\$342

It should be noted that the fees above reflect expectations for a supply Priest who is conducting the service or celebrating Eucharist, and preaching, as a temporary replacement for the clergy employed by the church. If the duties of the service are split across two supply clergy, such as celebrating and preaching, it is appropriate to split the fees.

If clergy is providing services such as guest preaching or conducting a sacrament such as baptism, and the church's employed clergy are in attendance, the church may offer an honorarium at its discretion. An honorarium is not expected if the clergy is serving as a guest preacher as an extension of their ministry or employment by another organization (e.g., clergy from the Diocese, ECS, etc.). Churches may make a contribution to the sponsoring organization at their discretion.

If a Deacon is presiding over a service, or serving as a guest preacher, it is appropriate for the church to make a contribution to the Deacon's discretionary fund, at its discretion, in support of the Deacon's ministry to the community.

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

Explanatory Notes:

(Note 1)

For the purpose of this resolution "cash compensation" shall be defined as cash salary plus housing allowance plus SECA contribution. Cash compensation does not include reimbursement for expenses, (e.g., for automobile use or continuing education.) nor health, dental, life or other insurance premiums and pension contributions. The minimum and midpoint data reflect the Diocesan policy of churches contributing 50% of the clergy's SECA liability, consistent with the 50% of FICA they would/do pay for nonclergy employees as an employer contribution. Cash compensation does **not** include reimbursement for expenses, (e.g., for automobile use or continuing education.) nor health, dental, life or other insurance premiums and pension contributions.

(Note 2)

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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 2018 shall be used for these calculations.

People Index # = the number of signed pledged cards (Parochial Report, Page 3, #1) plus average Sunday attendance (P.R. Page 2, # 7) divided by 2

Financial Index # = total operating expenses (P. R., Page 3, Letter E) plus total plate, pledge and regular financial support (P.R. Page 3, # 3) divided by 2. Note that the financial index is adjusted annually by the same inflation factor used in the standards. For 2020, the values were increased by 2.1%. These changes are also made in the calculator.

If the People Index and the Financial Index are different, use the higher category of the two.

The table below relates Congregational Size Categories to the corresponding People and Financial Indices for 2020:

CONGREGATIONAL SIZE CATEGORIES FOR CLERGY COMPENSATION				
National Size Category	Congregation Size Category	2017 DIOPA Church Distribution	People Index	Financial Index (\$000s)
Family	2	60 (45%)	0- 75	0-206
Pastoral	3	12 (9%)	76-110	207-258
	4	10 (8%)	111-140	259-320
Transitional	5	7 (5%)	141-172	321-385
	6	17(13%)	173-225	386-496
Program	7	10 (8%)	226-400	497-705
Resource	8	16(12%)	400+	706+
The Congregation Size Category is the Higher of the People and Financial Index				

(Note 3)

The 2020 salary figures for full-time clergy have been changed from the 2019 figures to reflect an increase of 2.1 percent based on application of our industry-standard methodology. We apply the Philadelphia area cost of living increase for the 12-month period ending June 30, 2019. Each vestry should ratify, by resolution recorded in official minutes, the specific portion of cash compensation designated by the clergy member to be treated "housing allowance" to permit eligible clergy to exclude from federal taxable income any housing costs that are paid directly from gross income, as allowable by current IRS regulations. (Housing costs include furnishings, mortgage payments, all utilities, and any items normally covered by rent.)

(Note 3a) The Transitional Deacon role is intended to last for 6 months to 1 year, so only a minimum compensation level is required.

(Note 3b) The data are for the traditional curate or assistant in their first year of ordained ministry. The values for Categories 2-8 are for full time clergy with 5 years of service. The minimum compensation for full-time assistants or associates should be increased based on their years of service, until it reaches category 2. Churches should adjust actual compensation for full time assistants/associates based on their responsibilities. Some assistants and associates have more responsibility than the rector of smaller churches, and should be compensated accordingly.

(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 1.9 percent from 2018. (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.

This ends the formal text for resolution RB 2020.