

Diocesan Salary and Benefits Committee Report

To the Convention June 2019

Committee Members

The Right Rev. William H. Love - ex officio
The Rev. William Tatem - Chair
The Rev. Canon Robert Haskell
The Rev. Elizabeth Papazoglakis
The Rev. David Sullivan
Martha Hasslacher

The guidelines here are the minimum suggested stipend for 2020 for priests serving parishes in the Diocese of Albany. **There is nothing to prevent congregations from providing compensation and benefits higher than those suggested.** Indeed, the salary and benefits committee is aware that in some circumstances, the minimum suggested amount may not be adequate. Each congregation is urged to review their compensation package in light of their circumstances and the clergy's needs.

1.) Clergy compensation and benefits

During 2018, the Northeast Region Consumer Price Index (Unadjusted) rose approximately 1.7%. Social Security benefits, surrounding Diocese and Episcopal Church data were also considered. This Committee recommends that vestries increase their priest's stipend by 2.0% for 2020. The following table shows the recommended minimum and normative stipends for parishes of different income levels to pay their priest in 2020.

It is important to note that the diocesan-recommended stipends represent only the cash salary paid to priests. Housing, Self-Employment Contributions Act (SECA), health insurance, Church Pension payments and travel expense reimbursement are not included. The suggested minimum stipend guideline for full-time curates and other full-time assisting priests is two thirds of the rector's stipend. The stipend for part-time priests should be proportionate to the time they spend working for the parish.

2020 STIPEND SCHEDULE						
CATEGORIES:	1	2	3	4	5	6
NORMATIVE	\$35,300	\$40,980	\$45,680	\$50,550	\$57,480	\$63,750
MINIMUM	\$34,150	\$37,245	\$42,400	\$47,180	\$52,760	\$57,480

The categories for the chart above are as follows:

- Category 1: Parochial report Box 7-B income under \$89,999
- Category 2: Parochial report Box 7-B income \$90,000 - \$109,999
- Category 3: Parochial report Box 7-B income \$110,000 - \$149,999
- Category 4: Parochial report Box 7-B income \$150,000 - \$189,999
- Category 5: Parochial report Box 7-B income \$190,000- \$249,999
- Category 6: Parochial report Box 7-B income Greater than \$250,000

Please note that "Box 7-B" is "Total Operating Revenues" only. What is included and excluded from this box is explained in the accompanying workbook for the Parochial Report in the section entitled *Stewardship and Financial Information* and is available online at:

<https://www.episcopalchurch.org/> Search for "Parochial Report"

As in the past, if a vestry, or vestries of a group of congregations served by one priest, is unable to meet the minimum stipendiary guidelines they shall consult with the Bishop.

2.) SECA Payments

The Diocesan recommended standard for parishes is that a minimum of one half of the Self Employment Contributions Act (SECA) payments be paid by the parish to the clergy.

3.) Minimum recommended compensation for supply clergy (priests and deacons).

\$130 for one Sunday service

\$155 for two Sunday services on the same day

\$100 for other liturgical services

\$80 per unit for pastoral or other assigned responsibilities. A unit is a morning, an afternoon or an evening.

Expenses are reimbursed at cost for meals, lodging, parking, etc. and at the IRS maximum approved rate for mileage. The mileage rate changes every six months. Please go to this address to find the latest rate:

<https://www.irs.gov/> Search for mileage rates

4.) Church Pension Group

Church Pension Group payments may apply for supply clergy depending on the circumstances. Laypersons scheduled to work more than 20 hours a week, or 1000 hours a year, for a church should be enrolled with the Church Pension Fund.

3.) Health Insurance

Clergy and family health insurance continues to be part of all clergy compensation packages of the Diocese of Albany. Laypersons scheduled to work more than 30 hours a week, or 1500 hours a year, should be enrolled on parity with the clergy.