

Salary and Benefits Committee Report

Convention2024

Committee Members

Mr. Christopher Cassidy
Mrs. Kelly Dalton-Trotter
The Rev. Canon Neal Longe, Chair
The Rev. Dr. Elizabeth Papazoglakis
The Rev. William Tatem

The guidelines here are the minimum expected stipend for 2025 for clergy serving parishes in the Diocese of Albany. **There is nothing to prevent congregations from providing compensation and benefits higher than those indicated.** Indeed, the salary and benefits committee is aware that in some circumstances, the minimum suggested amount may not be adequate. Consider, also, that the average clergy compensation in the Diocese is the lowest in the Northeast. Every congregation should review their clergy compensation package in light of the parish's circumstances as well as the clergy's needs. Every congregation is urged to encourage active stewardship as the norm within their parish.

Ultimately, our trust should be in the Lord, our God, to supply all of our need. Philippians 4:19

1) Clergy compensation and benefits

During the twelve months, December 2022 through December 2023, the Northeast Region Consumer Price Index (Unadjusted) rose approximately 3.25%. Considering the economic indicators and regional compensation figures within The Episcopal Church, the Committee recommends that vestries increase their priest's stipend by 4% for 2025. The following table shows the expected minimum stipends.

It is important to note that the diocesan-expected stipends represent only the cash stipend paid to priests. Housing, Self-Employment Contributions Act (SECA), health insurance, Church Pension payments, and travel expense reimbursement are not included. The minimum expected stipend 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.

2024 STIPEND SCHEDULE						
CATEGORIES:	1	2	3	4	5	6
NORMATIVE	\$43332	\$49936	\$56077	\$62057	\$70559	\$78260
MINIMUM	\$41928	\$45718	\$52052	\$57918	\$64766	\$70559

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 Workbook; Document”

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 Standing Committee.

2) SECA Payments

The IRS classifies clergy as Self-Employed for Social Security purposes and are responsible for paying their total Social Security assessments (SECA). The Diocesan expected standard for parishes is that a minimum of one half of the Self Employment Contributions Act (SECA) payment be paid to the clergy by the parish.

3) Minimum expected compensation for supply clergy (priests and deacons)

\$150 for one Eucharistic weekend service.

\$50 for each additional service in the same weekend.

\$100 for weekday liturgical services

\$80 per unit for pastoral or other assigned responsibilities such as prayers at time of death, hospital visits, etc. 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/](https://www.irs.gov) Search for mileage rates

4) Church Pension Group

Church Pension Group participation is mandatory for clergy, including supply clergy, “if you are regularly employed for five or more consecutive months by the same employer and are compensated by your employer”. If you would otherwise meet the criteria for mandatory participation except that you are expected to be employed for less than five consecutive months, you and your employer may choose to participate in the Clergy Pension Plan if you have a letter of agreement (or other contract of employment) that provides for the payment of pension assessments on your behalf by your employer.

Laypersons scheduled to work more than 20 hours a week, or 1000 hours a year, for a church are to be enrolled with the Church Pension Fund.

5) Health Insurance

Clergy and family health insurance continues to be part of all clergy compensation packages of the Diocese of Albany. It is expected that family dental insurance be provided as well.

Laypersons scheduled to work more than 30 hours a week, or 1500 hours a year, are to be enrolled on parity with the clergy.

6) Vacation

Vacation time for clergy in the Episcopal Diocese of Albany is a total of four weeks, to include five Sundays, for all full and part time priests regardless of how long they have served.