

2. MINIMUM CLERGY COMPENSATION STANDARD

RESOLVED, that in accordance with Diocesan Canon II.10.2., the recommended minimum compensation standard for 2009 be set as follows:

	Yr. 1	Yr. 2	Yr. 3	Yr. 4	Yr. 5	Yr. 6	Yr. 7	Yr. 8	Yr. 9	Yr. 10	Over 10
Rectors - current 2008	49,823	50,106	50,473	50,840	51,179	51,575	51,969	52,365	52,817	53,242	53,722
Proposed 2009 @ 5.8% COLA	52,713	53,012	53,400	53,789	54,147	54,566	54,983	55,402	55,880	56,330	56,838
Full Time Assistant Clergy - current 2008	44,341	44,643	45,082	45,411	45,684	45,929	46,151	46,378	46,631	46,886	47,170
Proposed 2009 @ 5.8% COLA	46,913	47,232	47,697	48,045	48,334	48,593	48,828	49,068	49,336	49,605	49,906

RATIONALE: (Text of Canon II.10.2.) The Executive Council shall present to each Annual Convention a recommendation for an annual compensation minimum. Upon adoption by the Annual Convention such shall become the minimum compensation standard for the next ensuing fiscal year. For those who have been ordained more than one year, the minimum standard shall be increased by an amount, to be determined by the Annual Convention on recommendation from the Executive Council, for each year of ordained ministry beyond the first year to a limit of ten years.

The components of *compensation* are explained in the Clergy Compensation Guide, Section 1.3, a copy of which can be found in the parish *Diocesan Resource Notebook*.

The above table of figures *includes* cash salary, housing, utilities and social security (if paid.) Previous life experience is applicable and negotiable when determining salary.