

MINIMUM CLERGY COMPENSATION STANDARD for 2018

Approved by Diocesan Council November 1, 2017

Years of Experience	Yr. 1	Yr. 2	Yr. 3	Yr. 4	Yr. 5	Yr. 6	Yr. 7	Yr. 8	Yr. 9	Yr. 10	Over 10
Rectors 2018	58,652	58,986	59,416	59,850	60,247	60,713	61,178	61,645	62,176	62,676	63,241
2017	57,502	57,829	58,251	58,676	59,066	59,523	59,978	60,436	60,957	61,447	62,001
Assistant Clergy 2018	52,198	52,553	53,072	53,457	53,781	54,068	54,330	54,596	54,895	55,195	55,530
2017	51,175	51,523	52,031	52,409	52,726	53,008	53,265	53,525	53,819	54,113	54,441

The above table of figures reflects a **2%** cost of living adjustment for 2018, and *includes* cash salary, housing allowance, utilities and social security (if paid.) If living in a church owned property, the minimum compensation consists of cash salary, the fair rental value of the property, utilities, social security allowance, and any additional housing allowance that is paid in cash. Previous life experience is applicable and negotiable when determining salary. A more detailed explanation of the components of *compensation* is explained on the Church Pension Group’s website at <http://www.cpg.org/>.

This standard is the required “minimum” compensation that a parish shall pay full time clergy, and each vestry may increase compensation beyond these minimum standards as deemed appropriate for their parish. Parishes should also consider appropriate compensation for lay staff, but is not required to follow the clergy diocesan standards for lay staff.