

MINIMUM CLERGY COMPENSATION STANDARD for 2019

Approved by Diocesan Council November 1, 2018

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 2019	60,294	60,638	61,080	61,526	61,934	62,413	62,891	63,371	63,917	64,431	65,012
2018	58,652	58,986	59,416	59,850	60,247	60,713	61,178	61,645	62,176	62,676	63,241
Assistant Clergy 2019	53,660	54,024	54,558	54,954	55,287	55,582	55,851	56,125	56,432	56,740	57,085
2018	52,198	52,553	53,072	53,457	53,781	54,068	54,330	54,596	54,895	55,195	55,530

The above table of figures reflects a **2.8%** cost of living adjustment for 2019, 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.