

**MINIMUM CLERGY COMPENSATION STANDARD for 2020**

*Approved by Diocesan Council October 19, 2019*

<b>Years of Experience</b>	Yr. 1	Yr. 2	Yr. 3	Yr. 4	Yr. 5	Yr. 6	Yr. 7	Yr. 8	Yr. 9	Yr. 10	Over 10
<b>Rectors 2020</b>	<b>61,258</b>	<b>61,608</b>	<b>62,057</b>	<b>62,510</b>	<b>62,925</b>	<b>63,412</b>	<b>63,897</b>	<b>64,385</b>	<b>64,940</b>	<b>65,462</b>	<b>66,052</b>
2019	60,294	60,638	61,080	61,526	61,934	62,413	62,891	63,371	63,917	64,431	65,012
<b>Assistant Clergy 2020</b>	<b>54,519</b>	<b>54,888</b>	<b>55,431</b>	<b>55,833</b>	<b>56,172</b>	<b>56,471</b>	<b>56,745</b>	<b>57,023</b>	<b>57,335</b>	<b>57,648</b>	<b>57,998</b>
2019	53,660	54,024	54,558	54,954	55,287	55,582	55,851	56,125	56,432	56,740	57,085

The above table of figures reflects a **1.6%** cost of living adjustment for 2020, 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.