

MINIMUM CLERGY COMPENSATION STANDARD for 2021

Approved by Diocesan Council October 10,2020

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 2021	62,054	62,409	62,864	63,323	63,743	64,236	64,728	65,222	65,784	66,313	66,911
2020	61,258	61,608	62,057	62,510	62,925	63,412	63,897	64,385	64,940	65,462	66,052
Assistant Clergy 2021	55,228	55,602	56,152	56,559	56,902	57,205	57,483	57,764	58,080	58,397	58,752
2020	54,519	54,888	55,431	55,833	56,172	56,471	56,745	57,023	57,335	57,648	57,998

The above table of figures reflects a **1.3%** cost of living adjustment for 2021, 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.