

MINIMUM CLERGY COMPENSATION STANDARD for 2022

Approved by Diocesan Council November 8, 2021

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 2022	65,715	66,091	66,573	67,059	67,504	68,026	68,547	69,070	69,665	70,225	70,859
2021	62,054	62,409	62,864	63,323	63,743	64,236	64,728	65,222	65,784	66,313	66,911
Assistant Clergy 2022	58,486	58,883	59,465	59,896	60,259	60,580	60,874	61,172	61,507	61,842	62,218
2021	55,228	55,602	56,152	56,559	56,902	57,205	57,483	57,764	58,080	58,397	58,752

The above table of figures reflects a **5.9%** cost of living adjustment for 2022, 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.