

MINIMUM CLERGY COMPENSATION STANDARD for 2023

Approved by Diocesan Council October 8th, 2022

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 2023	69,001	69,396	69,902	70,412	70,879	71,427	71,974	72,524	73,148	73,736	74,402
2022	65,715	66,091	66,573	67,059	67,504	68,026	68,547	69,070	69,665	70,225	70,859
Assistant Clergy 2023	61,410	61,827	62,438	62,891	63,272	63,609	63,918	64,231	64,582	64,934	65,329
2022	58,486	58,883	59,465	59,896	60,259	60,580	60,874	61,172	61,507	61,842	62,218

The above table of figures reflects a **5%** cost of living adjustment for 2023, 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. Diocesan Council also wishes to acknowledge that our normal standards, the SSA COLA, is 8.7% for 2023. We encourage parishes to be attentive to that reality and, if they are not able to keep up with the SSA COLA they work to bring all salaries up to actual inflation in future years.