

MINIMUM CLERGY COMPENSATION STANDARD for 2017

Approved by Diocesan Council October 22, 2016

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 2017	57,502	57,829	58,251	58,676	59,066	59,523	59,978	60,436	60,957	61,447	62,001
2016	57,330	57,656	58,077	58,500	58,890	59,345	59,799	60,255	60,775	61,264	61,816
Assistant Clergy 2017	51,175	51,523	52,031	52,409	52,726	53,008	53,265	53,525	53,819	54,113	54,441
2016	51,022	51,369	51,875	52,253	52,568	52,849	53,106	53,365	53,658	53,951	54,278

The above table of figures reflects a .3% cost of living adjustment for 2017, 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 diocesan standards for clergy.