

MINIMUM CLERGY COMPENSATION STANDARD for 2012

Approved by Diocesan Council November 12, 2011

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 2012	54,611	54,920	55,322	55,725	56,096	56,530	56,962	57,396	57,892	58,358	58,884
2011	52,713	53,012	53,400	53,789	54,147	54,566	54,983	55,402	55,880	56,330	56,838
Assistant Clergy 2012	48,602	48,932	49,414	49,775	50,074	50,342	50,586	50,834	51,112	51,391	51,703
2011	46,913	47,232	47,697	48,045	48,334	48,593	48,828	49,068	49,336	49,605	49,906

The above table of figures reflects a cost of living adjustment of 3.6% and *includes* cash salary, housing allowance, utilities and social security (if paid.) 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.