

2. MINIMUM CLERGY COMPENSATION STANDARD

RESOLVED, that in accordance with Diocesan Canon II.10.2., the recommended minimum compensation standard for 2008 be set as follows:

	Yr. 1	Yr. 2	Yr. 3	Yr. 4	Yr. 5	Yr. 6	Yr. 7	Yr. 8	Yr. 9	Yr. 10	Over 10
Rectors - current 2007	48,703	48,979	49,338	49,697	50,028	50,415	50,801	51,188	51,630	52,045	52,514
Proposed 2008 @ 2.3% COLA	49,823	50,106	50,473	50,840	51,179	51,575	51,969	52,365	52,817	53,242	53,722
Full Time Assistant Clergy - current 2007	43,344	43,639	44,068	44,390	44,657	44,926	45,113	45,335	45,583	45,832	46,109
Proposed 2008 @ 2.3% COLA	44,341	44,643	45,082	45,411	45,684	45,929	46,151	46,378	46,631	46,886	47,170

RATIONALE: (Text of Canon II.10.2.) The Executive Council shall present to each Annual Convention a recommendation for an annual compensation minimum. Upon adoption by the Annual Convention such shall become the minimum compensation standard for the next ensuing fiscal year. For those who have been ordained more than one year, the minimum standard shall be increased by an amount, to be determined by the Annual Convention on recommendation from the Executive Council, for each year of ordained ministry beyond the first year to a limit of ten years.

The components of *compensation* are explained in the Clergy Compensation Guide, Section 1.3, a copy of which can be found in the parish *Diocesan Resource Notebook*.

The above table of figures *includes* cash salary, housing, utilities and social security (if paid.) Previous life experience is applicable and negotiable when determining salary.