

**Episcopal Diocese of Albany  
Clergy Compensation Guidelines - 2011**

Resolved that for 2011, the standard clergy stipend schedule increase by 2.5% and that the standard supply clergy compensation schedule amounts increase by \$5.00.

**Clergy compensation and benefits**

1. When calculating salaries for clergy, it is important to note that the diocesan-recommended stipends represent only cash remuneration for salary and bonus. Housing is not included. The suggested salary guideline for curates and other assisting priests is 2/3rds of the Rector's salary.

**The 2011 standard stipend schedule**

Parish Cat.	1	2	3	4	5	6
Maximum	\$31,715.01	\$38,864.70	\$44,296.95	\$47,712.42	\$51,787.70	\$61,145.17
Normative	29,706.51	35,649.70	39,738.96	43,975.33	50,003.17	55,459.52
Minimum	29,706.51	32,404.10	36,880.90	41,044.88	45,895.63	50,003.17

The categories in the chart above for 2011 are:

- |                            |     |                                   |
|----------------------------|-----|-----------------------------------|
| Category 1: ASA under 90   | and | Box B income under \$66,000       |
| Category 2: ASA 90 to 150  | and | Box B income \$66,000 to 98,999   |
| Category 3: ASA 151 to 210 | and | Box B income \$99,000 to 131,999  |
| Category 4: ASA 211 to 270 | and | Box B income \$132,000 to 164,999 |
| Category 5: ASA 271 to 330 | and | Box B income \$165,000 to 197,999 |
| Category 6: ASA over 330   | and | Box B income over \$197,999       |

Average Sunday Attendance (ASA, Line 6) and Box B (Operating Income) come from the 2009 Parochial Report, “Membership ...” and “Stewardship...” sections, respectively.

In accordance with the mind of Diocesan Convention in 2006, if a parish has an attendance figure in one category and income in another, the overall category is the higher of the two.

Example 1. *If attendance is in category 1 and income is in category 2, then, the parish is in category 2.*

Example 2. *If attendance is in category 2, and income is in category 4, then, the parish is in category 4.*

As in the past, a vestry, or the vestries of a group of congregations served by one cleric, unable to meet the minimum salary guidelines for their congregation(s) shall consult with the Bishop.

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2. Compensation for occasional supply clergy (priests and deacons) in 2011:

\$105 One Sunday service

\$120 Two Sunday services

\$80 Other liturgical services

\$80 Per unit for pastoral or assigned responsibilities. A unit is a morning, an afternoon, or an evening.

Expenses are reimbursed at cost for meals, lodging, telephone, etc., and at IRS maximum approved rate for mileage. Because the IRS rate may change during the year, the guideline is the IRS maximum approved rate at the time that the person is compensated. The supply rates above are the minimum recommended compensation for supply clergy.

Church Pension Group payments may apply for supply clergy who are not retired from the Clergy Pension Fund. considering such factors as the number of weeks that a particular supply clergy serves at a parish.

3. Clergy health insurance continues to be part of the full-time clergy compensation package in the Diocese of Albany.