

## Diocesan Salary and Benefits Committee Report To Diocesan Convention June 2015 (excerpt)

The guidelines here are the minimum suggested stipend for 2016 for priests serving parishes in the Diocese of Albany. There is nothing to prevent congregations from providing compensation and benefits higher than those suggested. Indeed, the salary and benefits committee is aware that in some circumstances, the minimum suggested amount may not be adequate. Each congregation is urged to review their compensation package in light of their circumstances and the clergy's needs.

### 1.) Clergy compensation and benefits

During 2014, the Consumer Price Index rose approximately 1.6%. This Committee recommends that vestries increase their priest's stipend by 1.6% for 2016. The following table shows the suggested range of stipends for parishes of different sizes to pay their priest in 2016.

It is important to note that these diocesan-recommended stipends represent only the cash salary paid to priests. Housing, SECA, health insurance, Church Pension payments and travel expense reimbursement are not included. The suggested minimum stipend guideline for full-time curates and other full-time assisting priests is two thirds of the rector's stipend. Part-time priests should be compensated proportionately according to the time they spend working for the parish.

| <b>2016 STANDARD STIPEND SCHEDULE</b> |          |          |          |          |          |          |
|---------------------------------------|----------|----------|----------|----------|----------|----------|
| CATEGORIES                            | 1        | 2        | 3        | 4        | 5        | 6        |
| MAXIMUM                               | \$34,015 | \$41,682 | \$47,508 | \$51,170 | \$55,543 | \$65,578 |
| NORMATIVE                             | \$32,937 | \$38,234 | \$42,620 | \$47,163 | \$53,628 | \$59,480 |
| MINIMUM                               | \$31,860 | \$34,753 | \$39,554 | \$44,020 | \$49,223 | \$53,628 |

The categories for the chart above are as follows:

- Category 1: ASA under 90 and Parochial report Box 7-B income under \$66,000
- Category 2: ASA 91- 150 and Parochial report Box 7-B income \$66,001 - \$98,999
- Category 3: ASA 151 - 210 and Parochial report Box 7-B income \$99,000 - \$131,999
- Category 4: ASA 211- 270 and Parochial report Box 7-B income \$132,000 - \$164,999
- Category 5: ASA 271- 330 and Parochial report Box 7-B income \$165,000- \$197,999
- Category 6: ASA Greater than 330 and Parochial report Box 7-B income Greater than \$197,999

If the parish has an attendance figure in one category and income in another, the overall category is the higher of the two. [Example: If attendance is in category one, but income is in category two, then the parish is in category two and the category two schedule applies for the stipend.]

Please note that "Box 7-B" is "Total Operating Revenues" only. What is included and excluded from this box is explained in the accompanying workbook for the Parochial Report in the section entitled *Stewardship and Financial Information*.

As in the past, if a vestry, or vestries of a group of congregations served by one priest, is unable to meet the minimum stipendiary guidelines they shall consult with the Bishop.

**2.) SECA Payments.** The Diocesan recommended standard for parishes is that a minimum of one half of the Self Employment Contributions Act (SECA) payments be paid by the parish to the Rector.

**3.) Minimum recommended compensation for supply clergy (priests and deacons).**

\$125 for one Sunday service

\$140 for two Sunday services on the same day

\$100 for other liturgical services

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

Expenses are reimbursed at cost for meals, lodging, parking, etc. and at the IRS maximum approved rate for mileage. The mileage rate changes every six months [January and July] [See IRS website for current rate – search for standard mileage rate].

**4.) Church Pension Group.** Church Pension Group payments may apply for supply clergy depending on the circumstances. Laypersons scheduled to work more than 20 hours a week, or 1000 hours a year, for a church should be enrolled with the Church Pension Fund.

**5.) Health Insurance.** Clergy and family health insurance continues to be part of all clergy compensation packages of the Diocese of Albany. Laypersons scheduled to work more than 30 hours a week, or 1500 hours a year, should be enrolled on parity with the clergy.

**6.) A resolution to encourage vestries to raise clergy salaries**

A resolution to encourage vestries to raise clergy salaries was approved by Diocesan Convention in 2001 and 2005. This Salary and Benefits Committee commends this program and encourages its adoption and continued practice in this Diocese for the coming year.

Under this program, the diocesan assessment schedule for each parish is amended to reduce parish assessable income by an amount equal to the excess of clergy salaries as follows:

- a.) The difference above the normative amount up to the maximum in category 4, or
- b.) Above the minimum level for the particular parish in categories 1-3, or
- c.) Above the minimum level for combined parish salaries of the clergy who receive a salary from at least two parishes in categories 1-3.

In the case where a cleric receives a salary from at least two parishes in categories 1-3, the assessment for each parish would be amended proportionately in accordance with each parish's respective contribution to the cleric's combined salary from these parishes. Aided parishes would not be eligible for this reduction. Eligible parishes would qualify for this reduction linked to clergy salary only if they are paying their diocesan assessment monthly.