

RESOLUTION C: FULL- AND PART-TIME CLERGY MINIMUM COMPENSATION

Resolved, that the following be the MINIMUM compensation for full-time parochial clergy for fiscal year 2024:

- 1. Rectors; Vicars; Priests in Charge; Interims: \$88,670
- 2. Assistant Clergy after Intern Year: \$70,370
- 3. Transitional Deacons \$52,597

Resolved, that the above form the basis for establishing the MINIMUM compensation for part-time parochial clergy for fiscal year 2024:

Explanation

Canon 21.1, quoted below, requires the Convention to fix minimum compensation for full-time clergy annually upon recommendation of the Personnel Committee. Canon 21.1 requires that minimum compensation for part-time clergy be proportionate to that of full-time clergy.

- 21. 1 The minimum salary which shall be paid to any member of the clergy employed full time by the Diocese or any Parish or Mission, shall be fixed annually by the Convention upon recommendation of the Personnel Committee.

All Parishes, Missions, and other ecclesiastical organizations or bodies subject to the authority of this Church in the Diocese of El Camino Real shall provide at least such minimum salary to clergy as is specified in this Canon and the pension assessment required by the Church Pension Group as well as reasonable amounts (as determined by the congregation, unless otherwise defined by vote of the Convention) for housing, utilities, automobile allowances, and insurance.

Part-time clergy shall receive at least a salary with the same proration to the minimum compensation for full time clergy as their prorated time. Separate classifications of the clergy may be made for the purpose of fixing minimum standards. The Personnel Committee shall also provide guidelines for stipendiary supply clergy.

The recommendation from the ECR Personnel Committee for 2024 is to increase MINIMUM compensation by 4%.

The Federal Planning Board in April 2023 made inflation forecasts into 2024 using Consumer Price Index data; those forecasts hover at or just below 4% for all of 2024. Discussion with a financial advisor reaped a recommendation of 4%.

This year and henceforth the minimum compensation resolution will deal only with compensation where no housing is provided. This is because the housing element of total compensation varies widely depending on the geographic location in the diocese. Individual congregations will need to look to the local market value of housing in figuring minimum compensation. The value of church-provided housing is the fair market value of the housing provided.

Proposed by

The Personnel Committee of the Episcopal Diocese of El Camino Real.
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