

ECR Guidelines for Base Salary for Full-Time Rectors/Vicars of Parishes/Missions for 2018

- Factors: A. # of pledging units;
 B. Average Sunday attendance (ASA)
 C. Annual operating income from parochial report (NOI)
 D. Years of credited service w/ Church Pension Fund

A

# of Pledging Units	Points
0-50	1
51-100	2
101-120	3
121-150	5
151+	7

B

ASA	Points
0-50	1
51-100	2
101-150	3
151-200	5
200-250	7
250+	9

C

NOI (net operating income)	Points
\$0-40,000	0.5
\$40,001- 65,000	1
\$65,001-100,000	2
\$100,001-150,000	3
\$150,001-200,000	4
\$200,001-300,000	5
\$300,001-400,000	6
\$400,001-500,000	7
\$500,001+	8

D

Completed years in CPG
0-4
5-9
10-20
20+

BASE SALARY + HOUSING MATRIX (does not include pension or other benefits)

Church Type	Points	CPG Yrs 0-4	CPG Yrs 5-9	CPG Yrs 10-20	CPG Yrs 20+
I	2.5-4	\$75,240	\$77,664	\$80,014	\$82,371
II	5-8	\$77,660	\$80,713	\$83,896	\$87,141
III	9-12	\$81,896	\$85,936	\$90,137	\$96,204
IV	13-16	\$91,406	\$96,759	\$102,358	\$108,341
V	17-24	\$113,437	\$120,644	\$128,712	\$140,042

Note: This matrix gives guidelines using data for 2018. Future years would need to be adjusted for inflation and the Personnel Commission will adjust the numbers each year