

## 2020 Cost of Clergy Position

These are the 2020 Diocesan Minimums

	Group 1	Group 2	Group 3
Compensation (salary, housing, & SECA)	\$102,278	\$85,627	\$71,358
Pension	\$18,410	\$15,413	\$12,844
Continuing Education	\$1,000	\$1,000	\$1,000
Mileage reimbursement (estimate)	\$2,400	\$1,200	\$1,200
Supply Clergy for 6 weeks ( 4 vacation, 2 con ed)	\$1,200	\$1,200	\$1,200
<i>Health &amp; Dental Insurance (Family)</i>	<i>\$24,084</i>	<i>\$24,084</i>	<i>\$24,084</i>
TOTAL	\$149,372	\$128,524	\$111,686

### Part Time Clergy

Part-time clergy compensation is determined by the number of 4-hour units contracted for by the congregation and based on the Group 3 minimum.

A unit is generally a morning, afternoon or evening. For example: Sunday morning = 1 unit; Sunday morning + Wednesday afternoon = 2 units; Sunday morning + Wednesday morning & afternoon = 3 units etc...

Compensation for each unit is \$7136

For clergy who are retired - there are specifics to which the retiree must adhere and the congregation must follow. The retiree needs to contact CPG <https://www.cpg.org/active-clergy/retirement/clergy-pension-benefits/the-clergy-pension-plan/working-after-retirement/> to get the specifics for their situation. Pension premiums are not required for retired clergy. For clergy who are not retired a pension assessment of 18% or \$1,261.80/unit will be paid to Church Pension Group. If a clergy person is not participating in the Church Pension Group, it will be paid to the clergy person for retirement investment.

The following are the expectations regarding health insurance: For 1 - 2 units - no parish contribution towards health insurance. Clergy person may purchase insurance for the Denominational Health Program, but will be responsible for all the premiums. For 3 or 4 units - parish is responsible for 21% of insurance premium or \$2500 contribution towards health insurance. For 5 or 6 units - parish is responsible for 42% of insurance premium or \$4500 contribution towards health insurance. For 7 or 8 units

- parish is responsible for 64% of insurance premium or \$6500 contribution towards health insurance.

Part-time clergy are to receive 4 weeks' vacation, 2 weeks continuing education leave and \$1000 contribution to continuing education. They are also eligible to accrue sabbatical leave on the same basis as full-time clergy.

**Supply Clergy:** Sunday & Special Day Services (Thanksgiving, Christmas Eve & Day, Maundy Thursday, Good Friday & Easter Vigil) Three Services: \$200 + mileage Two Services: \$175 + mileage One Service: \$150 + mileage Regular Weekday Services \$50 + mileage The IRS Mileage reimbursement rate is .535/mile as of June 2018