

**RESOLUTION # 4**

**Diocese of Southeast Florida**  
**Clergy Compensation Guidelines**

RESOLVED, that the Clergy and Lay Compensation and Insurance Committee, conscious of our responsibilities, recommends the following ranges for the clergy stipends be adopted by this Convention and established as Diocesan Policy for the calendar year **2012**.

The 2012 guidelines reflect a 3.60% cost of living increase in the compensation matrix.

The CLCIC recommends that Merit Pay be awarded at a rate of 0-2% as determined by individual performance.

CLERGY RESPONSIBILITY LEVEL

	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>
<u>Minimum</u>								
ST	31,271	34,751	36,612	41,002	45,906	51,422	57,446	64,499
STUH	61,730	62,377	64,432	69,259	79,423	81,937	91,109	101,358
<u>Midpoint</u>								
ST	37,945	42,491	47,601	53,278	59,689	66,842	74,866	83,757
STUH	65,894	67,953	76,516	84,694	94,214	104,835	116,752	129,952
<u>Maximum</u>								
ST	44,626	50,237	58,585	69,930	73,471	82,265	92,131	103,192
STUH	73,244	79,414	92,572	102,987	116,270	127,735	142,582	158,812

**ST:** Stipend only. This category is typically for clergy members who are living in a parish-owned rectory and not receiving a cash housing allowance. Does not include any other professional allowance or Self-Employment Tax contributions.

**STUH:** Stipend, Utilities and Housing Allowance total. This category is typically for clergy members who provide for their own housing and received a housing allowance. Does not include any other professional allowance or Self-employment Tax contributions.

Other Items of Compensation Pertaining To Full Time Clergy:

**SECA:** Self Employment Compensation ACT. The policy of the diocese is for the parish and the clergy person to pay one-half (1/2) of the total SECA tax each. SECA takes the place of FICA for clergy because they are considered "self-employed" for purposes of this tax.

**PENSION COSTS:** The policy of the diocese is for the parish to pay the normal pension contributions to the Church Pension Fund. These payments are computed annually by the Church Pension Fund. They are based upon a formula that is applied to various components of clergy compensation. The premium notices are sent to the parish on a quarterly basis.

**HEALTH AND DENTAL INSURANCE COSTS:** The policy of the diocese is for parishes to provide full-time clergy with family health and dental insurance coverage. The premium notices are sent to the parish on a monthly basis.

# Diocese of Southeast Florida

## Clergy Compensation Guidelines

**CONTINUING EDUCATION ALLOWANCE:** The policy of the diocese is for the parish to provide for two weeks of continuing education each year. A *matching fund* policy has been established to provide for the cost of clergy continuing education. Under this policy the clergy person, the parish and the diocese each contribute up to \$500 annual toward the cost of continuing education.

**AUTOMOBILE ALLOWANCE:** The policy of the Diocese is for the parish to provide full-time clergy an automobile allowance in the amount of \$6,000 annually.

**SABBATICAL ALLOWANCE:** The Diocese has established a policy to encourage all full-time clergy to take a sabbatica. The details of this policy are available in the Diocesan Office.

**OTHER CONSIDERATIONS:** While the guidelines do include the cost-of-living and scope of position, they do not include applicable post-seminary education or length of service in a particular congregation, which are also appropriate consideration in determining compensation.

### CLERGY RESPONSIBILITY LEVEL

- Level A This is the first/second year of the diaconate or priesthood. Typically, this is an assistant in a parish of Level D through F.
- Level B Positions at this level require an ability to deal with normal demands as found in small missions and parishes.
- Level C Positions at this level require an ability to deal with demands of a mission or parish beyond the size or complexity of Level B. Often the major challenges here are those of institutional and pastoral management. An illustration of this level might be the mission cure, small parish, college chaplain, or seasoned assistant or an entry-level diocesan staff professional.
- Level D These are positions of some complexity and responsibility. The "Typical Parish Rectorship" is at this level. Of the same level of responsibility, although very different in some of the skills required, are such positions as a Senior Assistant in a parish whose Rectorship is at Level E or F, a "specialist" in certain areas, or a diocesan staff professional.
- Level E These positions are very complex and require seasoned competence. Typical of this level is the Rectorship above average in size and complexity of program, or a seasoned diocesan staff professional.
- Level F These positions are those of very heavy responsibility, requiring considerable experience and responsibility. Direction and training of other clergy is often required. Rectors of very large, diverse parishes are typically at this responsibility level.
- Level G A Bishop.
- Level H Diocesan Bishop.