

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 **2009**.

The proposed cola and merit increase for 2009 is 4%.

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	29,877	33,202	34,981	39,175	43,861	49,131	54,887	61,626
STUH	58,980	59,598	61,561	66,173	75,884	78,287	87,050	96,842
<u>Midpoint</u>								
ST	36,254	40,597	45,480	50,905	57,030	63,864	71,530	80,026
STUH	62,958	64,926	73,107	80,921	90,016	100,164	111,550	124,162
<u>Maximum</u>								
ST	42,638	47,999	55,975	66,814	70,198	78,600	88,027	98,594
STUH	69,981	75,876	88,448	98,398	111,090	122,044	136,229	151,736

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 included 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 purposed 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.

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 \$300 annually toward the cost of continuing education.

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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 sabbatical. 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.

SUPPLY PRIEST INFORMATION: STOLE FEES

Full Service with Homily (one Sunday Service) \$175

Fee for Double Sunday Service (recommended but negotiable) \$300

Simple Service (weekday) \$125

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.