

2012 CASH SALARY FOR CLERGY

This table pertains only to the cash stipend and does not include any allowance for home rental, ownership or equity. In considering the proper level of clergy compensation, the value of housing (whether provided or in the form of an allowance) should be considered. The left column references years in ordained ministry. See part 1.1.C of Policies and Guidelines for determining housing allowance, pension, SECA, auto allowance, utilities, continuing education, or any other benefits paid or otherwise given to the clergy person.

	A	B	C	D	E	F
Deacon	\$36,355					
1	\$37,261	\$40,616	\$44,271	\$48,256	\$52,598	\$57,333
2	\$38,226	\$41,630	\$45,377	\$49,461	\$53,913	\$58,765
3	\$39,151	\$42,672	\$46,511	\$50,697	\$55,813	\$60,234
4		\$43,740	\$47,675	\$52,014	\$56,643	\$61,742
5		\$44,832	\$48,864	\$53,262	\$58,132	\$63,285
6		\$46,357	\$50,526	\$55,074	\$60,092	\$65,987
7		\$47,881	\$52,188	\$56,885	\$62,052	\$68,690
8		\$49,406	\$53,850	\$58,696	\$64,012	\$71,392
9		\$50,930	\$55,512	\$60,507	\$65,972	\$74,095
10		\$52,455	\$57,174	\$62,319	\$67,932	\$76,797
11		\$54,237	\$59,117	\$64,437	\$70,241	\$78,763
12		\$56,020	\$61,061	\$66,556	\$72,551	\$80,730
13		\$57,802	\$63,004	\$68,674	\$74,861	\$82,695
14		\$59,585	\$64,949	\$70,792	\$77,170	\$84,662
15		\$61,368	\$66,892	\$72,911	\$79,479	\$86,629
16		\$63,456	\$69,166	\$75,390	\$82,181	\$89,574
17		\$65,544	\$71,441	\$77,869	\$84,884	\$92,520
18		\$67,632	\$73,715	\$80,348	\$87,586	\$95,466
19		\$69,720	\$75,990	\$82,827	\$90,289	\$98,412
20		\$71,808	\$78,265	\$85,307	\$92,991	\$101,357
21		\$73,841	\$80,926	\$88,208	\$96,153	\$104,803
22		\$75,875	\$83,587	\$91,108	\$99,314	\$108,250
23		\$77,908	\$86,247	\$94,009	\$102,476	\$111,695
24		\$79,941	\$88,908	\$96,910	\$105,637	\$115,142
25		\$81,974	\$91,569	\$99,811	\$108,799	\$118,587

NOTES:

Column A: Assistants with no more than three years of experience. For Assistants with more than three years of experience see footnote below.

Column B: Rectors of congregations with incomes of less than **\$129,000**, and Associates/Assistants * to Rectors from parishes in Column C.

Column C: Rectors of congregations with incomes of **\$129,000 to \$258,000** and Associates/Assistants * to Rectors from parishes in Column D.

Column D: Rectors of congregations with incomes of **\$258,000 to \$420,000** and Associates/Assistants * to Rectors from parishes in Column E and F.

Column E: Rectors of congregations with incomes between \$420,000 and \$840,000.

Column F: Rectors of congregations with incomes over \$840,000.

Other factors which should be considered in determining cash stipends are raised in part 1.1C(4) of Clergy Employment Policies and Guidelines.

* The title "Associate Rector" often is employed by parishes to denote an Assistant who is charged with substantial levels of parish-wide responsibility. Often such an Assistant has supervisory responsibility for professional staff. Salary for such a position normally exceeds that of Assistants and should be negotiated with the Rector and Vestry.