

CLERGY COMPENSATION FOR 2012

A resolution of the 1976 Convention states that “*the salary and allowances of each diocesan and parochial ecclesiastical and administrative position be published annually in the Journal.*”

Cash salary should be total of salary before any designation of salary for housing. [*Cleric X is given a salary of \$24,000 and housing of \$12,000 but cleric X wishes \$8,000 of salary to be housing with a resulting salary of \$16,000 and housing of \$20,000, the amount in the table/form should be \$24,000 salary and \$12,000 housing.*]

Utilities allowance is additional cash paid as fixed dollar amount for actual expense. It is used in the accepted formula for the value of houses owned by the church such as rectories.

Value of church-owned housing is computed on the same basis as it is for the Church Pension Fund: 30% of cash salary plus utilities and FICA allowance.

Equity Allowance is cash that may be paid to clergy who live in church-owned housing.

Cash for housing is the dollar amount provided in place of rectory, vicarage, or other church-owned property. In some cases it includes utilities. Separate from cash salary, if given.

Total compensation is the sum of cash salary (including any allowance for clergy self-employment tax of FICA), utilities, and housing.

Allowances are reimbursement rather than compensation. They are most commonly payments for the use of a personally-owned automobile for church business, and sometimes, for entertainment and other official expense.

Clergy Title:				
Full or Part-Time:				
Hours per Week:				
Cash Salary + FICA:	\$			
Utilities:	\$			
Value of Housing:	\$			
Equity Allowance:	\$			
Cash for Housing:	\$			
<i>Total Compensation:</i>	\$			

Please detail Allowances below:

Car:	\$			
Hospitality:	\$			
Other-specify				
:				
:				

Please give additional detail for the *Employer Paid Benefits* for each:

Pension Assessment:	\$			
Health Insurance:	Yes or No			
Long-Term Disability:	Yes or No			

Do these compensation packages conform to the Diocesan Personnel Policies and Guidelines?

Yes No Don't know

Does your parish offer health benefits through the Episcopal Church Medical Trust? Yes No

Do clergy share the cost of the health premium? Yes No **If yes, how much?** _____

Does your parish offer Life and Disability Insurance through the Church Pension Group? Yes No