

## Attachment A

### 1.1B MINIMUM CASH SALARY FOR CLERGY FOR 2008 (INCLUDING A 3.4% COST OF LIVING ADJUSTMENT)

#### CASH SALARY FOR CLERGY

See part 1.1.C for determining housing allowance, pension, SECA, auto allowance, utilities, continuing education, or any other benefits paid or otherwise given to the clergy person. **This table pertains only to the cash stipend and does not include any housing allowance.** In considering the proper level of clergy compensation, the value of housing (whether provided or in the form of an allowance) should be considered.

Years of experience in church-related ministry	A	B	C	D	E	F
Transitional Deacon	34,304					
1	35,159	38,325	41,774	45,534	49,631	54,099
2	36,039	39,282	42,817	46,671	50,872	55,450
3	36,942	40,265	43,887	47,837	52,145	56,836
4		41,272	44,986	49,032	53,448	58,259
5		42,303	46,108	50,258	54,785	59,715
10		49,496	53,949	58,804	64,100	69,866
15		57,907	63,118	68,798	74,996	81,742
20		67,757	73,850	80,495	87,746	95,640
25		79,275	86,404	94,181	102,662	111,898

#### 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 this guide.

\* 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.