

Episcopal Diocese of Rhode Island Clergy Salary and Benefits Minimum Requirements- 2011

Please use your church's 2009 Parochial Report to identify your church type (*see attachment A*).

Total Clergy Compensation minimums for full-time priests-in-charge in the Diocese of Rhode Island in 2011 are as follows:

SERVICE LEVEL	CHURCH TYPE			
	I* and II	III	IV	V
A - 1 - 5 years similar svc.	56,429	62,072	68,279	75,108
B - 6 - 10 years similar svc.	64,894	71,385	78,523	86,375
C - >11 years similar svc.	74,629	82,091	90,300	99,330

**Type I churches are mostly part-time, and should use a percentage of this figure.*

“Full-time” is considered to be at least 40+ hours per week. Any part-time position should use a percentage of these figures.

Once again, the minimum compensation levels for 2011 reflect no increase over those established for 2009. Although it is our continued desire to keep RI clergy salaries competitive in Province One, we are mindful of current economic realities.

Please Note: These minimums in no way affect the ability of individual churches to enhance their priests' compensation packages as they are able above the minimums established.

Total Clergy Compensation Worksheet

Cash Stipend _____

Social Security Allowance (if any) _____

Utilities Allowance

if any, or if reckoned apart from housing _____

Housing Allowance

either actual cash received OR 30% of stipend + social security + utilities if living in church-owned housing, whichever is greater. _____

Housing Equity Allowance (if any) _____

monies set aside towards housing equity for priests who live in church-owned housing through a 403(b) account with Church Pension Fund.

Other income _____

tax-sheltered annuities, educational expenses for dependents, insurance premiums over and above standard medical, or any other cash payments received.

Do NOT include standard medical insurance premiums, auto/travel allowances or continuing education funds.

TOTAL CLERGY COMPENSATION _____

NOTES ON CLERGY COMPENSATION CHART

This chart is directed only towards clergy employed as a full-time priest-in-charge, Interim, Vicar or Rector. Part-time clergy should use a percentage of the appropriate service level/salary grade figure based upon a 40-hour minimum work week.

Full-time transitional deacons and those priests serving in an assisting position during the first two years of ordained ministry shall be compensated at a rate no less than \$50,000 plus mandated benefits. Assisting Priests with more than two years of experience shall be paid no less than 70% of their appropriate service level/salary grade amount.

Service Level and Church Type

The grid presumes continued service in a particular size of church.

Service Level A is the entry-level minimum for a church of that type.

Service Level B would be appropriate for a priest after 5 years service in the current position, 5 years service in a similar position in another place, or a combination thereof.

Service Level C would be appropriate after 10 years of service in the current position, 10 years service in a similar position in another place, or a combination thereof.

The appropriate level for each clergy person will necessarily be determined by a combination of factors: years in the actual position in question, experience in prior comparable positions, and relevant experience in non-ordained positions. The salary levels set forth here are meant to be minimums for those who have held their (or similar) positions for the requisite number of years and are not to be taken as limiting the freedom of clergy and vestries to recognize particular situations which require additional compensation.

ADDITIONAL MANDATORY BENEFITS

- Pension premiums as determined by the formulas of the Church Pension Fund
- Medical and Dental insurance premiums with a minimum contribution of 10% by all participants
- Life insurance of \$50,000 is provided by the Church Pension Fund
- Worker's Compensation insurance and/or any other benefit required by law
- Professional Ministry Expense Reimbursement line in parish budget of not less than \$4,000 to reimburse the cleric for expenses necessary to carry out his/her ministry, such as, mileage for travel on behalf of the parish, attendance at meetings or conferences, purchases of books and journals, entertainment of individuals with a purpose directly related to the congregation's ministry.
- Continuing Education Reimbursement line in parish budget of not less than \$600 with two weeks (including Sundays) time
- One month of vacation (including the Sundays in that month)

2010 SUPPLY CLERGY RATES

- 1) \$170 for one (1) service, plus \$50 for each additional service on a weekend.
- 2) Hourly compensation at a rate of \$25/hour for calls or other parish duties.
- 3) Travel at the annual IRS-approved rate.