

Resolution A-182

**Clergy Compensation**

Submitted by Diocesan Council

**1. BE IT RESOLVED** that this 182<sup>nd</sup> Convention of the Episcopal Diocese of Missouri set the annual standard base compensation for full-time clergy in 2022 as follows:

**CASH SALARY & HOUSING ALLOWANCE TABLE FOR FULL-TIME PRIESTS**

Years of Service	Average Sunday Attendance		
	Under 75	75-175	176 or greater
0	\$64,677	\$67,584	\$70,900
5	\$67,584	\$70,900	\$74,378
10	\$70,900	\$74,378	\$78,097
15	\$74,378	\$78,097	\$82,002
20	\$78,097	\$82,002	\$86,102
25	\$82,002	\$86,102	\$90,407

\* Table outlines a standard base for full-time solo or senior priests. Full-time associate compensation should follow the left column. This resolution establishes a standard base compensation for clergy. Average Sunday Attendance is to be based on total in-person and virtual presence each Sunday. Congregations are urged and invited to compensate clergy beyond the standard. It is understood that under individual circumstances and conditions internal adjustments in the compensation package may be negotiated.

**CASH SALARY & HOUSING ALLOWANCE TABLE FOR PART-TIME PRIESTS**

Years of Service			
	1/4 Time	Half Time	3/4 Time
0	\$16,169	\$32,338	\$48,508
5	\$16,896	\$33,792	\$50,688
10	\$17,725	\$35,450	\$53,175
15	\$18,595	\$37,189	\$55,784
20	\$19,524	\$39,049	\$58,573
25	\$20,501	\$41,001	\$61,502

**2. BE IT FURTHER RESOLVED** that the Church Pension Fund assessment will be paid by the congregation;

3. **BE IT FURTHER RESOLVED** that \$50,000 group life will be paid by the congregation;
4. **BE IT FURTHER RESOLVED** that the medical coverage for clergy be in compliance with Diocesan Resolution A-172;
5. **BE IT FURTHER RESOLVED** that a standard of ten days per calendar year and \$500 will be provided for continuing education;
6. **BE IT FURTHER RESOLVED** that the standard auto allowance will be \$2,000 per year;
7. **BE IT FURTHER RESOLVED** that all parishes and missions encourage their full-time clergy to set aside the equivalent of two days each week for personal time, 24 hours of which must be consecutive;
8. **BE IT FURTHER RESOLVED** that all parishes and missions be strongly encouraged to provide dental insurance for clergy and eligible dependents, or be assured they already have such coverage;
9. **BE IT FURTHER RESOLVED** that the Clergy in Charge shall accrue two weeks of sabbatical time for each year of service; and
10. **BE IT FURTHER RESOLVED** that all parishes and missions be encouraged to reimburse deacons and non-stipendiary clergy for reasonable expenses incurred in connection with continuing education and diocesan clergy retreats, including mileage, professional memberships and publications. (See also requirement in Title III Canon III.2 Sec 4 of the Constitution and Canons of the Episcopal Church in the Diocese of Missouri).

### Rationale

The recommendation for 2022 reflects a 4% increase. This increase is based on the Bureau of Labor Statistics, Consumer Price Index-Midwest Urban Consumers.

#### Current Salary Range for Full-Time Solo or Senior Priests in the Diocese of Missouri

ASA	Low	Median	High	Average	Average Years
0-74	\$62,500	\$70,810	\$79,000	\$70,636	11
75-175	\$63,648	\$85,509	\$154,519	\$91,634	19
176+	\$108,000	\$159,600	\$211,201	\$159,600	25