



EPISCOPAL CHURCH IN CONNECTICUT  
PARTICIPATING IN GOD'S MISSION

**Clergy Compensation**

**Submitted by:** The Mission Council

RESOLVED, that the 236th Convention of the Episcopal Diocese of Connecticut adopt the following:

**2021 Minimum Salary Schedule (For all stipendiary clergy including transitional deacons)**

The following schedule (w/comparisons from 2018 forward) was ratified by ECCT's Mission Council at its August 29, 2019 meeting for subsequent presentation to our Annual Convention on October 17, 2019, for its approval. If the proposed changes are approved by Convention, they should be reflected in parish budgets.

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FULL-TIME CLERGY – MINIMUM CASH SALARY

	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
% increase	1.95%	2.40%	2.10%	<b>1.68% ii</b>
Transitional Deacons/ Priests first full year <b>i, iii</b>	\$35,527.00	\$36,380.00	\$37,144.00	<b>\$37,768.00</b>
Full-time Assistants ordained ≥ one year <b>i</b>	\$38,065.00	\$38,979.00	\$39,798.00	<b>\$40,467.00</b>
Rector / Priest-in-charge <b>i</b>	\$43,114.00	\$44,149.00	\$45,076.00	<b>\$45,833.00</b>
Increment for each year of ordination up to 20 years <b>iv *</b>	\$764	\$782.00	\$798.00	<b>\$811.00</b>
Minimum for 20 years of ordination	\$58,416.00	\$59,789.00	\$61,045.00	<b>\$62,100.00</b>
Continuing Education <b>v</b>	\$1,750.00	\$1,850.00	\$1,850.00	<b>\$1,850.00</b>

\* Incremental compensation for every year of ordination up to 20 years



MINIMUM COMPENSATION FORMULA FOR PART-TIME CLERGY

	<u>Minimum Cash Salary</u>	<u>Continuing Education</u>	<u>SSA (Social Security Allowance)</u>	<u>Housing/ Utilities Allowance*</u>	<u>Medical, Dental &amp; Life Insurance**</u>	<u>Pension</u>
3/4 time	75% of Full-time	100% of Full-time	Same formula as Full-time	75% of Full-time	85% - 100% of medical premium	Same formula as Full-time
1/2 time —	50% of Full-time	100% of Full-time	Same formula as Full-time	50% of Full-time	50% of medical premium	Same formula as Full-time
Missional Priest in Charge (MPIC) and Conditional Priest in Charge (CPIC) (8-19 hours/week) vi	\$16,584–31,508 (if retired, must be under the “work after retirement” earnings cap)	Negotiable  Minimum of \$463	Same formula as Full-time	Negotiable  (Not Required)	Negotiable  (Not Required)	Same formula as Full-time  (Not applicable if clergy is retired)

\*If parish provides housing, parish pays 100% utilities.

\*\*Parish pays 100% dental & life insurance.

PAID TIME OFF FOR ALL CLERGY (VACATION, HOLIDAY, CONTINUING EDUCATION AND SABBATICAL)

	Vacation	Holiday	Sabbatical	Continuing Education
Full-time	*	12 paid Holidays / Leave days	3 month paid sabbatical option after 5 years	5 days
3/4 time	*	<del>12</del> paid Holidays / Leave days	Negotiable	5 days
1/2 time	*	<del>12</del> paid Holidays / Leave days	Negotiable	5 days
Missional Priest vi	*	N/A	N/A	Negotiable

\*Five weeks, which may include up to 5 Sundays (at the discretion of the clergy). A week is as defined in the Letter of Agreement:

- Full-time — Five weeks,
- Three-Quarter Time — Five ¾ time weeks



- Half-Time—Five ½ time weeks
- Less Half-Time (CPIC/MPIC) —Five comparable weeks, as delineated in LOA

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## ADDITIONAL COMPENSATION COMPONENTS AND REQUIREMENTS

**SOCIAL SECURITY ALLOWANCE (SSA):** See factors for this calculation in Section 1.4 of the Treasurers' Newsletter which approximate 60% of clergy members' self-employment (SE) liability.

**HOUSING/UTILITIES:** Parishes may provide church-owned housing and church paid utilities or they may provide a housing allowance in addition to the cash salary paid to clergy member. A housing allowance will be determined in conjunction with the Canon for Mission Leadership based upon housing costs in the parish community and the clergy's full-time equivalent status.

**HOUSING EQUITY ALLOWANCE:** Equal to 3.9% of the amount recorded as "compensation" by the church pension fund (for priests with over 5 years of service since ordination). This applies only if the rector is provided housing by the church. See Section 1.3 of the Treasurer's Newsletter for more information.

**MEDICAL, DENTAL AND LIFE INSURANCE:** Health plan selection and specification of coverage (e.g., single person, two persons, family) is left to the sole discretion of the priest. The parish's minimum contribution rate to the medical insurance plan shall be set periodically by the Mission Council in accordance with the plan. Parishes must contribute at least 85% of the cost of medical insurance premium for clergy regularly scheduled to work 1,500 hours or more per year. At its September 20, 2015 meeting, the former Executive Council expanded on this policy by allowing parishes to provide different levels of premium support for different plans as a way of encouraging employees to move away from plans that might result in the imposition of "Cadillac plan" excise taxes in the future. Parishes that have not already done so are encouraged to phase-in employee premium contributions. Premiums for life insurance and dental coverage for full-time clergy must be paid 100% by the employer. Minimum medical insurance contributions for part-time clergy are based upon the part-time guidelines and are negotiable.

**PENSION FUND CONTRIBUTIONS:** Calculated based upon "compensation" according to Church Pension Fund formula based upon type of housing provided. See Section 1.5 of the Treasurers' Newsletter for guidance on calculating this benefit.

**PROFESSIONAL EXPENSES:** Parishes should provide an annual professional expense allowance for reimbursement of documented expenses according to a Vestry-approved accountable plan. Expenses incurred in the course of professional activities on behalf of the parish include travel/car expense allowance at a rate consistent with IRS guidelines. Professional expenses include books, professional journals, conferences, meetings,



professional meals, and professional memberships. Travel in support of church business should be reimbursed at the IRS mileage rate, which is \$0.575 per mile for 2020. Check the IRS website (<https://www.irs.gov>) for 2021 mileage rates. For IRS tax purposes, it is recommended that parishes adopt this method of business travel and professional expense reimbursement and that the parish provides an adequate budget amount to accommodate documented expense reimbursement requests. A flat allowance to cover these business expenses is not recommended.

**MERIT INCREASES:** There is no recommended policy for merit increases. However, consideration for equity and merit adjustments is encouraged for added job responsibilities and a one-time annual bonus might be paid in recognition for work well done.

## NOTES ON COMPENSATION

- i** In addition to the cash minimum salary above, compensation packages for clergy working half-time or more should include housing and utilities (i.e. church-owned housing or suitable housing allowance for clergy owned or rented housing).
- ii** This salary figure represents a 1.68% increase over the 2020 salary schedule. This increase is based on data provided by the Bureau of Labor Statistics through 8/15/2020.
- iii** Transitional Deacons/Priests first full year rate is for the first year following ordination to the Diaconate. Beyond that first year, the rate used should be under the category of full-time assistant or Priest-in-Charge as appropriate.
- iv** From date of Ordination to the Diaconate: Rather than prorating the increase for the exact date of ordination, it is recommended that the incremental step be paid as of January 1st for the entire calendar year after the year of ordination. The incremental step applies to all clergy except for Transitional Deacons and Priests in their first year of ordination. For example, if someone is ordained to the diaconate in 2020, the higher salary rate applies beginning January 1, 2021.
- v** The Continuing Education amount for 2021 is \$1,850.00 for clergy working half-time or more for continuing education and for a contribution toward the expense of the annual clergy conference. It is not intended as cash compensation but as reimbursement for actual educational/conference expenses. A week of continuing education time away from the parish (not counting a Sunday) is an integral part of this allowance for full-time clergy.
- vi** The MPIC/CPIC serves less than half-time. The MPIC/CPIC presides and preaches at Sunday Eucharist and an additional day or two, the amount of time and day(s) to be negotiated between the Vestry and MPIC/CPIC, not less than 8 - 12 hours weekly, and not more than 19. This ministry then is contextual and will vary from one parish to the next



(e.g., Sunday plus Wednesday afternoon and evening; or Sunday plus Tuesday morning and Wednesday all day, etc.).

**Explanation:**

As directed by the vote of the Annual Convention, The Mission Council has provided a minimum base for clergy compensation for many years. The annual increment for years of ordination and the Cost of Living (COLA) is established by this action and becomes the minimum base for clergy compensation in parishes. Periodic parity adjustments are made as well.

**How does this resolution further God’s mission of restoration and reconciliation with all of creation:**

This resolution proposes a minimum compensation level for clergy within the Episcopal Church in Connecticut to enable them to devote their time and energy in leading others in God’s ministry of restoration and reconciliation with all of creation.

**Statement of Requirements to implement the resolution:**

The action of the 2020 convention sets this schedule as the standard for all parishes. There is no extra cost other than the effect of the compensation placement at each parish unit and the compliance discussions between parishes and the Bishop’s office that periodically take place. The funding of those latter interventions is within the confines of the annual operating budget of the Episcopal Church in Connecticut.