



ECR Guidelines for Base Salary for Full-Time Rectors/Vicars of Parishes/Missions for 2024

- Factors: A. # of pledging units;
 B. Average Sunday attendance (ASA)
 C. Annual operating income from parochial report (NOI)
 D. Years of credited service w/ Church Pension Fund

A

# of Pledging Units	Points
0-50	1
51-100	2
101-120	3
121-150	5
151+	7

B

ASA	Points
0-50	1
51-100	2
101-150	3
151-200	5
200-250	7
250+	9

C

NOI (net operating income)	Points
\$0-40,000	0.5
\$40,001- 65,000	1
\$65,001-100,000	2
\$100,001-150,000	3
\$150,001-200,000	4
\$200,001-300,000	5
\$300,001-400,000	6
\$400,001-500,000	7
\$500,001+	8

D

Completed years in CPG
0-4
5-9
10-20
20+

BASE SALARY + HOUSING MATRIX
(does not include pension or other benefits)

Church Type	Points	CPG Yrs 0-4	CPG Yrs 5-9	CPG Yrs 10-20	CPG Yrs 20+
I	2.5-4	\$88,670	\$91,330	\$94,070	\$96,892
II	5-8	\$92,217	\$94,984	\$97,833	\$100,768
III	9-12	\$96,274	\$99,162	\$106,599	\$109,797
IV	13-16	\$106,864	\$110,070	\$116,674	\$120,174
V	17-24	\$126,634	\$130,433	\$141,911	\$153,402

Note: This matrix gives guidelines using data for 2024. Future years would need to be adjusted for inflation and the Personnel Committee will recommend an adjustment to the numbers each year. Other than the diocesan minimum of \$88,670 for a full time Rector/Vicar/Priest in Charge, the above chart is meant to be a "guideline" for consideration – not an absolute. Please call Canon Martha at the Diocesan Office with any questions.

The following is the MINIMUM compensation for full-time parochial clergy for fiscal year 2024:

1. Rectors; Vicars; Priests in Charge; Interims: \$88,670
2. Assistant Clergy after Intern Year: \$70,370
3. Transitional Deacons \$52,597

Resolved, that the above form the basis for establishing the MINIMUM compensation for part-time parochial clergy for fiscal year 2024:

Explanation

Canon 21.1, quoted below, requires the Convention to fix minimum compensation for full-time clergy annually upon recommendation of the Personnel Committee. Canon 21.1 requires that minimum compensation for part-time clergy be proportionate to that of full-time clergy.

21. 1 The minimum salary which shall be paid to any member of the clergy employed full time by the Diocese or any Parish or Mission, shall be fixed annually by the Convention upon recommendation of the Personnel Committee.

All Parishes, Missions, and other ecclesiastical organizations or bodies subject to the authority of this Church in the Diocese of El Camino Real shall provide at least such minimum salary to clergy as is specified in this Canon and the pension assessment required by the Church Pension Group as well as reasonable amounts (as determined by the congregation, unless otherwise defined by vote of the Convention) for housing, utilities, automobile allowances, and insurance.

Part-time clergy shall receive at least a salary with the same proration to the minimum compensation for full time clergy as their prorated time. Separate classifications of the clergy may be made for the purpose of fixing minimum standards. The Personnel Committee shall also provide guidelines for stipendiary supply clergy.