

Resolution D: Minimum Compensation for Clergy

Resolved, That the following be the minimum compensation of full-time parochial clergy for (1) Rectors, Vicars, Priests in Charge, and Interims; (2) Assistant Clergy; (3) Deacon Interns for fiscal year 2023:

1.	Rectors or Vicars or Priests in Charge or Interims:	
	- with no housing or utilities provided	\$85,260
	- with housing and utilities provided	\$63,436
2.	Assistant Clergy after Intern Year:	
	- with no housing or utilities provided	\$67,663
	- with housing and utilities provided	\$51,284
3.	Transitional Deacons	
	- with no housing or utilities provided	\$50,574
	- with housing and utilities provided	\$37,971

Explanation:

Canon 21.1, quoted below with paragraph breaks added, requires the Convention to fix minimum compensation annually upon recommendation of the Personnel Committee. In [month], the Personnel Committee recommended increasing minimum clergy compensation by 4%. At that time, Bureau of Labor Statistics data showed a 3.8% increase in wages and salaries in the greater San Jose Area. Discussion with a financial advisor reaped a recommendation of 4%.

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.

Proposed by

The Personnel Committee of the Episcopal Diocese of El Camino Real.

Nancy Cohen, Chair and contact person
[List other members]