

R1: A Resolution on Clergy Compensation

1. *Resolved*, that the minimum standard of full-time pension-based compensation (cash salary, utilities,
2. housing, and Social Security tax reimbursement) for clergy serving congregations in the Diocese of
3. Ohio during 2025 be established as follows:
4. • At least **\$59,015** for assisting clergy;
5. • At least **\$65,632** for a transitional deacon in charge of a congregation;
6. • At least **\$69,699** for clergy in charge of congregations with an annual Normal Operating Income
7. (NOI) of no more than **\$214,355**;
8. • At least **\$69,699** +10% of NOI greater than **\$214,355** up to **\$428,708** for clergy in charge of
9. congregations with an annual NOI greater than **\$214,355**;
10. • At least **\$91,136** for clergy in charge of congregations with NOI greater than **\$428,708** and be it
11. further
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13. *Resolved*, each congregation and clergy person should prayerfully consider together other forms of
14. non-monetary compensation and adjustments to benefits such as paid time off, or some combination
15. that maintains the minimum salary standards; and be it further
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17. *Resolved*, that each congregation prayerfully consider adjusting the current compensation level of
18. their clergy to account for the clergy person's years of experience; and be it further
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20. *Resolved*, that each employer of clergy in the Diocese of Ohio be encouraged to:
21. • Offer additional benefits either fully funded, or on a pre-tax salary reduction basis (e.g., dental
22. insurance, reimbursement for routine dental care, annual medical examination, child-care
23. allowance);
24. • Provide for sabbatical leave. A sabbatical policy should be incorporated into every call to ministry
25. and set forth the conditions under which a sabbatical would be earned, the criteria for activities
26. appropriate to the sabbatical, and the obligation of the parish to provide for coverage of the priest's
27. duties during their absence. This includes, but is not limited to, determining the parameters of
28. sabbatical leave, e.g. eligibility, duration, compensation; and setting aside funds to provide for such a
29. leave. Additionally, Diocesan continuing education funds might be used, where appropriate, to help
30. clergy with their sabbatical leave expenses; and be it further
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32. *Resolved*, that each employer of such clergy in the Diocese of Ohio shall pay a minimum of 95% of
33. the health insurance premium plus full (100%) funding of the plan deductible in a health savings
34. account (HSA) of the least expensive plan provided as an option by the Diocese for those clergy being
35. paid less than **\$69,699** (or the pro-rated part-time equivalent) and their eligible dependents; or 93%
36. of the health insurance premium plus full (100%) funding of the plan deductible in a health savings
37. account (HSA) of the least expensive plan provided as an option by the Diocese for the clergy being

R1: A Resolution on Clergy Compensation (Continued)

38. paid **\$69,699** (or the pro-rated part-time equivalent) or more, and their eligible dependents.
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40. If a priest or transitional deacon chooses a health insurance plan that is more expensive, the
41. additional cost is the responsibility of the priest or transitional deacon unless the Vestry, Diocese,
42. or other participating Episcopal institution agrees to pay the additional cost for such coverage. The
43. employer may choose to pay 100% of its clergy's health insurance plan; and be it further
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45. *Resolved*, that in addition to the above minimum standards, each employer of such clergy in the
46. Diocese of Ohio shall:
47. • Make pension assessment payments as the Church Pension Fund shall determine [Note: The
48. Church Pension Assessment is based on the following elements: Base salary, Social Security tax
49. reimbursements, Cash housing allowance and/or utilities, Employer contributions to 403(b) or
50. deferred compensation plan, Value of church-provided housing, Housing Equity Allowances, and
51. Other cash allowances];
52. • Provide appropriate reimbursement for expenses incurred in the course of fulfilling the
53. responsibilities of the position, including the actual cost of the use of a personal automobile;
54. • Provide no fewer than four weeks of paid vacation annually;
55. • Provide no fewer than twelve (12) weeks of paid parental leave for the birth or adoption of a child
56. for a member of the clergy, and that parishes take advantage of the short-term disability leave
57. benefit provided by Church Pension Group for those clergy giving birth and using a maternity leave
58. benefit.
59. • Provide annual professional education/development leave of no fewer than two weeks, with a
60. minimum allowance of \$800; and be it further
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62. *Resolved*, that the provisions of this resolution be applied on a pro-rata basis to the minimum
63. compensation and benefits related to positions that are less than full-time and more than one-quarter
64. time; and be it further
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66. *Resolved*, that every letter of agreement shall be revisited by the Vestry and the Rector with the clergy
67. member at least once every two years; and be it further
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69. *Resolved*, that every letter of agreement shall be submitted to the Bishop's Office in compliance
70. with General Canon Title III.9.3 along with the most current version of the Clergy Minimum
71. Compensation Calculation Worksheet provided by the Finance Office and be it further
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73. *Resolved*, that (a) whenever clergy letters of agreement are amended, they should be submitted to
74. the Bishop's Office in compliance with General Canon Title III.9.3; along with (b) the Compensation

R1: A Resolution on Clergy Compensation (Continued)

75. Worksheet provided by the Commission on Ministry to each parish; and be it finally

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77. *Resolved*, without regard to whether a letter of agreement has been amended, the Compensation

78. Worksheet should be submitted by the parish for each clergy person to the Bishop's Office every two

79. years, thereafter on or before May 1 in the odd years, for that current year's compensation.

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81. *Resolved*, that those congregations/missions areas that are served by the ministry of a vocational

82. deacon, would consider reimbursement for mileage and/or the costs associated with participation in

83. ministries done on behalf of the congregations/mission areas, and that those congregations/mission

84. areas that have long-standing relationships with vocational deacons consider contributing to the

85. annual continuing education costs of said deacon.

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87. Rationale:

88. The amounts of minimum compensation and parish Normal Operating Income (NOI) represent a

89. 2.5% increase from the 2024 resolution presented at the 207th Convention, which increase is similar

90. to the amount for compensation included in the 2025 Diocesan budget submitted for approval. The

91. increase amount is obtained directly from the US Bureau of Labor Statistics' Consumer Price Index

92. for the Midwest Region and reflects the most recent three months' CPI data at the time this resolution

93. was written (August 2024).

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95. The Commission prepared the following table to show the increase to pension-based compensation

96. as outlined in the resolution:

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R1: A Resolution on Clergy Compensation (Continued)

	Full Time	¾ Time	½ Time	1/3 Time	¼ Time
Assisting Clergy	\$59,015	\$44,262	\$29,888	\$19,672	\$15,132
Transitional Deacon	\$65,632	\$49,224	\$32,815	\$21,878	\$16,408
Clergy in charge and an NOI of no more than \$214,355	\$69,699	\$52,274	\$34,850	\$23,234	\$17,425
Clergy in charge and an NOI more than \$214,355 up to \$428,708	\$69,699 +10% of NOI over \$214,355	\$52,274 +10% of NOI over \$214,355	\$34,850 +10% of NOI over \$214,355	\$23,234 +10% of NOI over \$214,355	\$17,425 +10% of NOI over \$214,355
Clergy in charge and an NOI over \$428,708	\$91,136	\$68,351	\$45,568	\$29,637	\$22,784
Continuing Ed	\$ 800	\$ 600	\$ 400	\$ 267	\$ 200
Pension	18%	18%	18%	18%	18%
Health	93%	93%	93%	31%	23.25%

133. *Submitted by:*

134. The Commission on Ministry

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