

# 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 Ohio
3. during ~~2019~~ 2020 be established as follows:
4. • At least ~~\$49,960~~ \$50,959, for assisting clergy;
5. • At least \$58,089 for a transitional deacon in charge of a congregation;
6. • At least ~~\$60,480~~ \$61,689 for clergy in charge of congregations with an annual Normal Operating
7. Income (NOI) of no more than ~~\$186,000~~ \$189,720;
8. • At least ~~\$60,480~~ \$61,689 +10% of NOI greater than ~~\$186,000~~ \$189,720 up to ~~\$372,000~~ \$379,440 for
9. clergy in charge of congregations with an annual NOI greater than ~~\$186,000~~ \$189,720.
10. • At least ~~\$79,080~~ \$80,662 for clergy in charge of congregations with NOI greater than ~~\$372,000-~~
11. \$379,440; and be it further
- 12.
13. *Resolved*, that each congregation prayerfully consider adjusting the current compensation level of their
14. clergy to account for the increase in the cost of living and the clergy person's years of experience; and be it
15. further
- 16.
17. *Resolved*, that each employer of clergy in the Diocese of Ohio be encouraged to:
18. • Offer additional benefits either fully funded, or on a pre-tax salary reduction basis (e.g., dental
19. insurance, reimbursement for routine dental care, annual medical examination, child-care allowance,
20. etc.);
21. • Provide for sabbatical and parental leave; and be it further
- 22.
23. *Resolved*, that each employer of such clergy in the Diocese of Ohio shall pay a minimum of ~~97.5%~~ 95%
24. of the health insurance premium (**plus full (100%) funding of the plan deductible in a health savings**
25. **account (HSA)** of the least expensive plan provided as an option by the Diocese for those clergy being
26. paid less than ~~\$60,480~~ \$61,689 (or the pro-rated part-time equivalent) and their eligible dependents or
27. ~~95%~~ 93% of the health insurance premium (**plus full (100%) funding of the plan deductible in a health**
28. **savings account (HSA)** of the least expensive plan provided as an option by the Diocese for the clergy
29. being paid ~~\$60,480~~ \$61,689 (or the pro-rated part-time equivalent) or more, and their eligible dependents.
30. If **an clergy a priest** chooses a health insurance plan that is more expensive, the additional **premium cost** is
31. his or her responsibility, unless the Vestry, Diocese or other participating Episcopal institution agrees to pay
32. the additional cost for such coverage. The employer may choose to pay 100% of its clergy's health **insurance**
33. **care** plan; and be it further
- 34.
35. *Resolved*, that in addition to the above minimum standards, each employer of such clergy in the Diocese of
36. Ohio shall:
37. • Make pension assessment payments as the Church Pension Fund shall determine [Note: The
38. Church Pension Assessment is based on the following elements: Base salary; Social Security tax
39. reimbursements; Cash housing allowance and utilities; Employer contributions to 403(b) or deferred

## R1: A Resolution On Clergy Compensation (Continued)

1. compensation plan; Value of church-provided housing; Pre-tax contribution to Health Savings Account
2. (HSA) – clergy contribution up to IRS limits; and Other cash allowances (i.e., automobile, cell phone)];
3. • Provide appropriate reimbursement for expenses incurred in the course of fulfilling the responsibilities
4. of the position, including the actual cost of the use of a personal automobile;
5. • Allow no fewer than four weeks of paid vacation annually;
6. • Allow no fewer than eight weeks of paid parental leave for the birth or adoption of a child for a member
7. of the clergy, and follow the maternity leave benefits provided by Church Pension Group for members of
8. the clergy (i.e., 12 weeks).
9. • Allow annual professional education/development leave of no fewer than two weeks, with a minimum
10. allowance of \$800; and be it further
- 11.
12. *Resolved*, that the provisions of this resolution be applied on a pro-rata basis to the minimum compensation
13. and benefits related to positions that are less than full-time and more than one-quarter time; and be it
14. further
- 15.
16. *Resolved*, that every letter of agreement shall be revisited by the Vestry and the Rector with the clergy
17. member at least once every two years. For parishes in which this has not happened in the last two years it
18. should be done promptly; and be it further
- 19.
20. *Resolved*, that every letter agreement shall be submitted to the Bishop’s Office in compliance with General
21. Canon Title III.9.3 along with the most current version of the Compensation Worksheet provided by the
22. Commission on Ministry (COM) and be it further
- 23.
24. *Resolved*, that (a) whenever clergy letters of agreement are amended, they should be submitted to the
25. Bishop’s Office in compliance with General Canon Title III.9.3; along with (b) the Compensation Worksheet
26. provided by the Commission on Ministry to each parish; and be it finally
- 27.
28. *Resolved*, Without regard to whether a letter of agreement has been amended, the Compensation Worksheet
29. should be submitted by the parish for each clergy person to the Bishop’s Office every two years, thereafter
30. on or before May 1 in the odd years, for that current year’s compensation.
- 31.
32. *Resolved*, that those congregations/missions areas that are served by the ministry of a vocational deacon,
33. would consider reimbursement for mileage and/or the costs associated with participation in ministries done
34. on behalf of the congregations/mission areas, and that those congregations/mission areas that have long
35. standing relationships with vocational deacons consider contributing to the annual continuing education
36. costs of said deacon.
- 37.
- 38.
- 39.

# R1: A Resolution On Clergy Compensation (Continued)

1. **Rationale:** The recommended levels of compensation represent a ~~2.4%~~ **2.0%** Cost of Living Adjustment  
 2. based on the change in the Midwest Region CPI-U for the year ending in July ~~2018~~ **2019**.

	¼ Time	½ Time	¾ Time	Full
4. Assisting Clergy	<b>\$12,490</b>	<b>\$24,980</b>	<b>\$37,470</b>	<b>\$49,960</b>
5.	<b>\$12,789.76</b>	<b>\$25,579.52</b>	<b>\$38,369.28</b>	<b>\$51,159.04</b>
6. Clergy in Charge	<b>\$15,120</b>	<b>\$30,240</b>	<b>\$45,360</b>	<b>\$60,480</b>
7.	<b>\$15,482.88</b>	<b>\$30,965.76</b>	<b>\$46,448.46</b>	<b>\$61,931.52</b>

8.  
 9. **Rationale:** When a congregation commits to a newly ordained transitional deacon in charge, the parish  
 10. must also absorb the cost of a priest on Sunday mornings and any other service that provides the Eucharist.  
 11. The traditional diaconate must last for at least 6 months and may last a year or more. At the time the  
 12. transitional deacon becomes a priest, the salary will be adjusted based on the congregations NOI.  
 13. The increase to the percentages of employee responsibility for health insurance premiums reflects similar  
 14. changes in other institutions. In addition, the change in percentages provides additional financial flexibility  
 15. for parishes.

16.  
 17. With respect to health insurance, the reference to the requirement to pay for health insurance premium  
 18. “including full (100%) funding of the plan deductible in a health savings accounts (HSA)” confirms  
 19. and clarifies the language of the Denominational Health Plan Resolution (R7, approved by the 195th  
 20. Convention in 2011), which defined the “premium” for a high deductible plan to include 100% funding of  
 21. the plan deductible in a Health Savings Account (HSA). Approval of this resolution followed action by the  
 22. General Convention that mandated full coverage of all employees of dioceses and parishes in The Episcopal  
 23. Church (General Convention Resolution 2009-A177), which remains in effect. Diocesan Resolution 2011-  
 24. R7 authorized the Commission on Ministry to determine annual the minimum cost-sharing provisions that  
 25. the Diocese and all its congregations are required to pay.

- 26. • Therefore, the cost-sharing percentages in R-1 apply to:
- 27. • the premium for a non-high deductible plan (i.e., a plan that is not a Consumer Directed Health Plan
- 28. (CDHP)); and
- 29. • for a Consumer Directed Health Plan (CDHP), the sum of:
- 30. • the premium for a CDHP; and
- 31. • funding 100% of the deductible in a Health Savings Account (HSA).

32.  
 33. Submitted by  
 34. The Commission on Ministry

35.  
 36.  
 37.  
 38.  
 39.