R-1: Resolution on Clergy Compensation for 2027

Resolved, that for purposes of this Resolution, "Normal Operating Income (NOI)" shall mean total operating revenue ("Line A" of the Parochial Report) minus contributions restricted by donors for specific purposes, as reported on the most recently filed Parochial Report. NOI shall be determined from that report and shall not require mid-year adjustment and be it further

Resolved, that the minimum standard of full-time pension-based compensation (cash salary, utilities, and/or housing allowance and Social Security tax reimbursement) for clergy serving congregations in the Diocese of Ohio during 2027 shall be:

- At least $62,608 for full-time assisting clergy;
- At least $69,629 for a full-time transitional deacon in charge of a congregation;
- At least $73,944 for full-time clergy in charge of congregations with NOI less than or equal to $227,409;
- At least $73,944 plus 10% of the NOI amount greater than $227,409 and less than or equal to $454,818 for full-time clergy in charge of congregations with NOI greater than $227,409;
- At least $96,686 for full-time clergy in charge of congregations with NOI greater than $454,818; and be it further

Resolved, that all faith communities are urged to consider the full spectrum of a person's experience in determining appropriate compensation levels; and be it further

Resolved, that each congregation shall provide the following minimum benefits:

- Pension assessment payments as required by the Church Pension Fund;
- A SECA contribution of no less than 7.65% of the base salary;
- No fewer than four weeks of paid vacation annually (pro-rated for less than full-time clergy);
- No fewer than twelve (12) weeks of paid parental leave;
- Annual Continuing Education leave of no fewer than two weeks with a minimum allowance of $800 (or the equivalent prorated amount for part-time clergy, see table);
- Reimbursement for ministry-related expenses, including mileage at the prevailing IRS rate; and be it further

Resolved, that each employer of full-time clergy shall provide health insurance as follows:

- Employer premium minimum contribution: 93% for clergy compensated at or above $73,944 for all plan tiers (Single, Single + Spouse, Single + Child(ren), Family). For clergy compensated below $73,944 (or pro-rated equivalent) the required employer minimum contribution is 95% of the premium. Plus, full (100%) funding of the plan deductible in a health savings account (HSA) of the least expensive CDHP plan provided as an option by the Diocese.
- If a more expensive plan is selected, the additional cost shall be the responsibility of the clergy member unless otherwise agreed in writing;
- The employer may elect to pay 100% of the premium; and be it further

Resolved, that congregations are strongly encouraged to provide additional benefits to those required under the provisions of this Resolution. These may include dental insurance, child-care assistance, additional paid time off, or increasing the Continuing Education allowance; and be it further

Resolved, that supply clergy should be compensated at a suggested rate of:

- One Sunday service: $150;
- Two Sunday services: $200;
- Weekday service: $125;
- Wedding or Funeral: $200
- Mileage reimbursement at the prevailing IRS rate; and be it further

Resolved, that full-time employment is defined as approximately 40 hours per week, and part-time positions shall be prorated based on the following expected weekly ranges:

- Three-quarter time (¾): 28 to 32 hours per week
- Half-time (½): 18 to 22 hours per week
- One-third time (⅓): 12 to 15 hours per week
- One-quarter time (¼): 8 to 11 hours per week; and be it further

Resolved, that the following pro-rata compensation table sets the minimum required compensation and is incorporated into this Resolution as binding:

Position	Full-Time	¾ Time	½ Time	⅓ Time	¼ Time
Assisting Clergy	$62,608	$46,956	$31,814	$20,872	$16,054
Transitional Deacon	$69,629	$52,222	$34,815	$23,209	$17,407
Clergy in Charge (NOI ≤ $227,409)	$73,944	$55,458	$36,972	$24,648	$18,486
Clergy in Charge (NOI > $227,409 – $454,818)	$73,944 + 10% of NOI over $227,409	$55,458 + 10% of NOI over $227,409	$36,972 + 10% of NOI over $227,409	$24,648 + 10% of NOI over $227,409	$18,486 + 10% of NOI over $227,409
Clergy in Charge (NOI > $454,818)	$96,686	$72,514	$48,343	$32,229	$24,171
Continuing Ed	$800	$600	$400	$400	$400

and be it further

Resolved, that the provisions of this Resolution shall apply proportionally to positions between one-quarter and full-time; and be it further

Resolved, each congregation and clergy person should prayerfully consider together other forms of non-monetary compensation and adjustments to benefits such as additional paid time off, or some combination that maintains the minimum salary standards; and be it further

Resolved, that a sabbatical policy should be incorporated into every call to ministry and set forth the conditions under which a sabbatical would be earned, the criteria for activities appropriate to the

sabbatical, and the obligation of the parish to provide for coverage of the priest's duties during their absence. This includes, but is not limited to, determining the parameters of sabbatical leave, e.g. eligibility, duration, compensation; and setting aside funds to provide for such a leave. Additionally, Diocesan continuing education funds might be used, where appropriate, to help clergy with their sabbatical leave expenses; and be it further

Resolved, that letters of agreement shall be submitted to the Bishop's Office within thirty (30) days of execution or amendment; and be it further

Resolved, that congregations may provide reimbursement and support for continuing education for vocational deacons and are strongly encouraged to do so.

Increase Rationale

The minimum compensation and parish Normal Operating Income (NOI) represent a 3% increase from the 2026 resolution presented at the 209th Convention. The US Bureau of Labor Statistics' Consumer Price Index for inflation advanced 3.8% over the year, from July 1, 2025 to June 30, 2026. The recommendation for a 3% salary increase is the same as in 2025 and, while less than inflation, is thought to be attainable across congregations in the Diocese of Ohio.

Additions and Changes

The addition of Supply Clergy rates is new for the 2027 Resolution. The rates shown are reflective of the current suggested rates for supply services. Incorporation into the annual clergy compensation resolution is intended to establish acceptable minimums for supply clergy.

Revised Version Rationale

A working group of the Commission on Ministry discovered that there was an error of omission in R-1. The revised version corrects the Handbook version to be consistent with the 2025 version (and prior years' versions) by adding the Social Security tax reimbursement component to the of definition of full-time pension-based compensation for the purposes of Church Pension Group (CPG) calculations. The revised version also brings the resolution into alignment with Title II, Canon 8, Sec. 2 of our Diocesan Constitution and Canons, which states: Minimum annual compensation shall include all components which are used by the Church Pension Group to determine clergy compensation for pension contribution purposes.

The Annual Clergy Compensation Resolution is drafted by the Personnel Committee and presented for consideration by the Commission on Ministry.