

R-1: A Resolution on Clergy Compensation (2023)

Resolved, that the minimum standard of full-time pension-based compensation (cash salary, utilities, housing, and Social Security tax reimbursement) for clergy serving congregations in the Diocese of Ohio during 2023 be established as follows:

At least \$54,589 for assisting clergy;

At least \$62,226 for a transitional deacon in charge of a congregation;

At least \$66,083 for clergy in charge of congregations with an annual Normal Operating Income (NOI) of no more than \$203,233 ;

At least \$66,083 + 10% of NOI greater than \$203,233 up to \$406,465 for clergy in charge of congregations with an annual NOI greater than \$203,233;

At least \$86,407 for clergy in charge of congregations with NOI greater than \$406,465 ; and be it further

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

Resolved, that each congregation prayerfully consider adjusting the current compensation level of their clergy to account for the clergy person's years of experience; and be it further

Resolved, that each employer of clergy in the Diocese of Ohio be encouraged to:

Offer additional benefits either fully funded, or on a pre-tax salary reduction basis (e.g., dental insurance, reimbursement for routine dental care, annual medical examination, child-care allowance, etc.);

Provide for sabbatical and parental leave; and be it further

Resolved, that each employer of such clergy in the Diocese of Ohio shall pay a minimum of 95% of the health insurance premium (plus full (100%) funding of the plan deductible in a health savings account (HSA)) of the least expensive plan provided as an option by the Diocese for those clergy being paid less than \$66,083 (or the pro-rated part-time equivalent) and their eligible dependents or 93%-of the health insurance premium (plus full (100%) funding of the plan deductible in a health savings account (HSA)) of the least expensive plan provided as an option by the Diocese for the clergy being paid \$66,083 or more (or the pro-rated part-time equivalent), and their eligible dependents. If a priest or transitional deacon chooses a health insurance plan that is more expensive, the additional cost is the responsibility of the priest or transitional deacon unless the Vestry, Diocese, or other participating Episcopal institution agrees to pay the additional cost for such coverage. The employer may choose to pay 100% of its clergy's health insurance plan; and be it further

Resolved, that in addition to the above minimum standards, each employer of such clergy in the Diocese of Ohio shall :

Make pension assessment payments as the Church Pension Fund shall determine [Note: The Church Pension Assessment is based on the following elements: Base salary; Social Security tax

reimbursements; Cash housing allowance and utilities; Employer contributions to 403(b) or deferred compensation plan; Value of church-provided housing; Pre-tax contribution to Health Savings Account (HSA) – clergy contribution up to IRS limits; and Other cash allowances (i.e., automobile, cell phone)];

Provide appropriate reimbursement for expenses incurred in the course of fulfilling the responsibilities of the position, including the actual cost of the use of a personal automobile;

Provide no fewer than four weeks of paid vacation annually;

Provide no fewer than twelve (12) weeks of paid parental leave for the birth or adoption of a child for a member of the clergy, and that parishes take advantage of the short-term disability leave benefit provided by Church Pension Group for those clergy giving birth and using a maternity leave benefit.

Provide annual professional education/development leave of no fewer than two weeks, with a minimum allowance of \$800; and be it further

Resolved, that the provisions of this resolution be applied on a pro-rata basis to the minimum compensation and benefits related to positions that are less than full-time and more than one-quarter time; and be it further

Resolved, that every letter of agreement shall be revisited by the Vestry and the Rector with the clergy member at least once every two years; and be it further

Resolved, that every letter of agreement shall be submitted to the Bishop's Office in compliance with General Canon Title III.9.3 along with the most current version of the Compensation Worksheet provided by the Commission on Ministry (COM) and be it further

Resolved, that (a) whenever clergy letters of agreement are amended, they should be submitted to the Bishop's Office in compliance with General Canon Title III.9.3; along with (b) the Compensation Worksheet provided by the Commission on Ministry to each parish; and be it finally

Resolved, without regard to whether a letter of agreement has been amended, the Compensation Worksheet should be submitted by the parish for each clergy person to the Bishop's Office every two years, thereafter on or before May 1 in the odd years, for that current year's compensation.

Resolved, that those congregations/missions areas that are served by the ministry of a vocational deacon, would consider reimbursement for mileage and/or the costs associated with participation in ministries done on behalf of the congregations/mission areas, and that those congregations/mission areas that have

long-standing relationships with vocational deacons consider contributing to the annual continuing education costs of said deacon.

Rationale:

The amounts of minimum compensation and parish Normal Operating Income (NOI) represent a 3.5% increase from the 2022 resolution presented at the 205th Convention, which increase is similar to the amount for compensation included in the 2023 Diocesan budget submitted for approval.

Following the COVID-19 pandemic, there continues to be much uncertainty for parishes, the Diocese, and the larger church, including the financial burden parishes have experienced and/or might experience as the Church emerges from the pandemic. Approval of this resolution recognizes the uncertainty and asks all involved to work together prayerfully and creatively to review and possibly adjust compensation and benefits (but not lower than the minimum levels specified in this resolution) in order to balance the financial capacity of the parish with the financial needs of the assisting clergy, transitional deacons, and clergy in charge of congregations

The Commission prepared the following table to present the above information as a helpful resource:

	Full Time	¾Time	½Time	1/3 time	¼ Time
Assisting Clergy	\$ 54,589	\$ 40, 942	\$ 27, 295	\$ 18,196	\$ 13,647
Transitional Deacon	\$ 62,226	\$ 46,670	\$ 31,113	\$ 20,742	\$ 15,557
Clergy in charge	\$ 66,083	\$ 49,562	\$ 33,042	\$ 22,028	\$ 16,521
Clergy in charge and an NOI over \$406,405	\$ 86,407	\$ 64, 805	\$ 43, 204	\$ 28,802	\$ 21,602
Continuing Ed	\$ 800	\$600	\$400	\$267	\$200
Pension	18%	18%	18%	18%	18%
Health	93%	93%	93%	31%	23.25%

Submitted by:

The Commission on Ministry