

R1: Resolution on Clergy Compensation for 2025

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 2026 be established as follows:

At least \$60,785 for full time assisting clergy;

At least \$67,601 for a full time transitional deacon in charge of a congregation;

At least \$71,790 for full time clergy in charge of congregations with an annual Normal Operating Income (NOI) of no more than \$220,786;

At least \$71,790 +10% of NOI greater than \$220,786 up to \$441,569 for full time clergy in charge of congregations with an annual NOI greater than \$220,786;

At least \$93,870 for full time clergy in charge of congregations with NOI greater than \$441,569 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 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, child-care allowance);

Provide for sabbatical leave. 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 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 \$71,790 (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 \$71,790 (or the pro-rated part-time equivalent) or more, and their eligible dependents. The employer may choose to pay 100% of its clergy's health insurance plan.

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; 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/or utilities, Employer contributions to 403(b) or deferred compensation plan, Value of church-provided housing, Housing Equity Allowances, and Other cash allowances];

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 for full time clergy;

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 Clergy Minimum Compensation Calculation Worksheet provided by the Finance Office 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 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:

For the purpose of this Resolution, Normal Operating Income (NOI) is defined as a parish's total revenue ("A") minus Line 4 (Contributions restricted by contributors for specific purposes), as reported on the prior year's Parochial Report.

This clarification of Normal Operating Income (NOI) reflects updated Parochial Report categories and does not alter the clergy compensation framework or structure adopted in previous years.

The minimum compensation and parish Normal Operating Income (NOI) represent a 3% increase from the 2025 resolution presented at the 208th Convention. The increase amount is obtained directly from the US Bureau of Labor Statistics' Consumer Price Index for the Midwest

Region and reflects the CPI data for the year ending June 30, 2025. The Commission prepared the following table to show the increase to pension-based compensation as outlined in the resolution:

	Full Time	¾ Time	½ Time	⅓ Time	¼ Time
Assisting Clergy	\$60,785	\$45,590	\$30,888	\$20,262	\$15,586
Transitional Deacon	\$67,601	\$50,701	\$33,799	\$22,534	\$16,900
Clergy in charge and an NOI of no more than \$220,786	\$71,790	\$53,842	\$35,896	\$22,901	\$17,948
Clergy in charge and an NOI more than \$220,786 up to \$441,569	\$71,790 +10% of NOI over \$220,786	\$53,842 +10% of NOI over \$220,786	\$35,896 +10% of NOI over \$220,786	\$22,901 +10% of NOI over \$220,786	\$17,948 +10% of NOI over \$220,786
Clergy in charge and an NOI over \$441,569	\$93,870	\$70,402	\$46,935	\$30,526	\$23,468
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