

**Diocese of Southeast Florida
Clergy Compensation Guidelines**

8/18/07
2008 Clergy Comp Guidelines Worksheet

RESOLVED, that the Clergy and Lay Compensation and Insurance Committee, conscious of our responsibilities, recommends the following ranges for the clergy stipends be adopted by this Convention and established as Diocesan Policy for the calendar year **2008**.

The proposed cola and merit increase for 2008 is 4%.

CLERGY RESPONSIBILITY LEVEL

	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>
<u>Minimum</u>								
ST	28,728	31,925	33,636	37,668	42,174	47,241	52,776	59,256
STUH	56,712	57,306	59,193	63,628	72,965	75,276	83,702	93,117
<u>Midpoint</u>								
ST	34,860	39,036	43,731	48,947	54,837	61,408	68,779	76,948
STUH	60,537	62,429	70,295	77,809	86,554	96,312	107,260	119,387
<u>Maximum</u>								
ST	40,998	46,153	53,822	64,244	67,498	75,577	84,641	94,802
STUH	67,289	72,958	85,046	94,613	106,817	117,350	130,989	145,900

ST: Stipend only. This category is typically for clergy members who are living in a parish-owned rectory and not receiving a cash housing allowance. Does not include any other professional allowance or Self-Employment Tax contributions.

STUH: Stipend, Utilities and Housing Allowance total. This category is typically for clergy members who provide for their own housing and received a housing allowance. Does not include any other professional allowance or Self-employment Tax contributions.

Other Items of Compensation Pertaining To Full Time Clergy:

SECA: Self Employment Compensation ACT. The policy of the diocese is for the parish and the clergy person to pay one-half (1/2) of the total SECA tax each. SECA takes the place of FICA for clergy because they are considered "self-employed" for purposes of this tax.

PENSION COSTS: The policy of the diocese is for the parish to pay the normal pension contributions to the Church Pension Fund. These payments are computed annually by the Church Pension Fund. They are based upon a formula that is applied to various components of clergy compensation. The premium notices are sent to the parish on a quarterly basis.

HEALTH AND DENTAL INSURANCE COSTS: The policy of the diocese is for parishes to provide full-time clergy with family health and dental insurance coverage. The premium notices are sent to the parish on a monthly basis.

CONTINUING EDUCATION ALLOWANCE: The policy of the diocese is for the parish to provide for two weeks of continuing education each year. A *matching fund* policy has been established to provide for the cost of clergy continuing education. Under this policy the clergy person, the parish and the diocese each contribute up to \$300 annual toward the cost of continuing education.

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AUTOMOBILE ALLOWANCE: The policy of the Diocese is for the parish to provide full-time clergy an automobile allowance in the amount of **\$6,000** annually.

SABBATICAL ALLOWANCE: The Diocese has established a policy to encourage all full-time clergy to take a sabbatical. The details of this policy are available in the Diocesan Office.

OTHER CONSIDERATIONS: While the guidelines do include the cost-of-living and scope of position, they do not include applicable post-seminary education or length of service in a particular congregation, which are also appropriate consideration in determining compensation.

CLERGY RESPONSIBILITY LEVEL

- Level A This is the first/second year of the diaconate or priesthood. Typically, this is an assistant in a parish of Level D through F.
- Level B Positions at this level require an ability to deal with normal demands as found in small missions and parishes.
- Level C Positions at this level require an ability to deal with demands of a mission or parish beyond the size or complexity of Level B. Often the major challenges here are those of institutional and pastoral management. An illustration of this level might be the mission cure, small parish, college chaplain, or seasoned assistant or an entry-level diocesan staff professional.
- Level D These are positions of some complexity and responsibility. The "Typical Parish Rectorship" is at this level. Of the same level of responsibility, although very different in some of the skills required, are such positions as a Senior Assistant in a parish whose Rectorship is at Level E or F, a "specialist" in certain areas, or a diocesan staff professional.
- Level E These positions are very complex and require seasoned competence. Typical of this level is the Rectorship above average in size and complexity of program, or a seasoned diocesan staff professional.
- Level F These positions are those of very heavy responsibility, requiring considerable experience and responsibility. Direction and training of other clergy is often required. Rectors of very large, diverse parishes are typically at this responsibility level.
- Level G A Bishop.
- Level H Diocesan Bishop.

*** Convention directed the Clergy and Lay Compensation and Insurance Committee to research any previous language concerning Level F that may have included as one of the criteria for this level a parish that has a day school, and to report their findings to the 2008 Diocesan Convention.**