

Diocese of Southeast Florida
2010 Clergy Compensation Guidelines

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 **2010**.

The 2010 guidelines reflect a +1.026% adjustment in the compensation matrix.

CLIC recommends that Merit Pay be awarded at a rate of 0-5% as determined by individual performance.

No Annual Cost of Living Increases are being recommended for 2010 pay period.

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	30,184	33,543	35,340	39,577	44,311	49,635	55,450	62,258
STUH	59,585	60,209	62,193	66,852	76,663	79,090	87,943	97,836
<u>Midpoint</u>								
ST	36,626	41,014	45,947	51,427	57,615	64,519	72,264	80,847
STUH	63,604	65,592	73,857	81,751	90,940	101,192	112,695	125,436
<u>Maximum</u>								
ST	43,075	48,491	56,549	67,500	70,918	79,406	88,930	99,606
STUH	70,699	76,654	89,355	99,408	112,230	123,296	137,627	153,293

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 \$500 annually 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.