

2016 REPORT ON COMPENSATION OF CLERGY

INTRODUCTION

The Commission on Compensation of Clergy was charged with implementing the Mission Statement adopted by the Special Convention of this Diocese on April 29, 1989 to increase compensation of clergy to within the top one-third of the dioceses as measured by the Church Pension Group and to urge adoption of a policy of minimum cost-of-living adjustments for parochial clergy.

Compensation includes cash salary, 1/2 of Self Employment Tax*, utilities and housing.

*intended to equal the employer's share of FICA

The 1994 Convention of the Diocese voted to establish a policy of annual minimum cost-of-living adjustments for parochial clergy.

The 1995 Convention of the Diocese voted to change from a guideline system based on 13 categories of Net Disposable Budget Income (NDBI) with ranges for experience to a system of four church groups based on attendance and financial indicators calculated from Parochial Report information.

NATIONAL LEVEL STATISTICS

The Church Pension Group continues to expand and refine its reporting of information about clergy compensation throughout the Church. The report is now called The (Year) Church Compensation Report.

	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>
National Median	\$66,545	\$67,820	\$69,180	\$70,931	\$71,850	\$73,000	\$74,400	\$75,355
WNY Median	\$61,372	\$59,948	\$61,328	\$61,128	\$66,737	\$64,687	\$65,327	\$68,904

Medians are calculated as of December each year. Our diocesan median may decrease from year to year because different, less highly-paid clergy were resident in December.

If you wish more information on the report, you can download it from <cpgr.org> under Research or call Barbara Northan.

2016 EXPERIENCE (based on data for 2016)

Experience for full-time rectors in this 21st year of use is mixed. Four (4) clergy are below, but close to, guideline. Two (2) full-time clergy had increases in % of guideline and eight (8) had decreases.

Changes in Actual Compensation

Five (5) full-time and twelve (12) part-time clergy received no compensation increase in 2016 according to Church Pension Fund records.

Compensation in Relation to Guidelines

The following table compares how compensation relates to guidelines for full-time parochial rectors.

	2008	2009	2010	2011	2012	2013	2014	2015	2016
<u>% of Guide</u>	<u>No. %</u>	<u>No. %</u>	<u>No. %</u>	<u>No. %</u>	<u>No. %</u>	<u>No. %</u>	<u>No. %</u>	<u>No. %</u>	<u>No. %</u>
Above 100	12 50.0	10 41.7	13 68.4	9 52.9	10 62.5	6 46.2	7 46.7	6 54.5	9 52.9
91-100	12 50.0	11 45.8	5 26.3	7 41.2	6 37.5	7 53.8	8 53.3	5 45.5	6 35.3
81-90	0 0.0	3 12.5	1 5.3	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0	2 11.8
Under 81	<u>0 0.0</u>	<u>0 0.0</u>	<u>0 0.0</u>	<u>1 5.9</u>	<u>0 0.0</u>	<u>0 0.0</u>	<u>0 0.0</u>	<u>0 0.0</u>	<u>0 0.0</u>
	24 100	24 100	19 100	17 100	16 100	13 100	15 100	11 100	17 100

The difference in total numbers reflects movement into and out of positions over the time period.

Clergy in Diocesan Positions

Compensation of diocesan staff positions, including clergy, is the responsibility of Diocesan Council, which acts on recommendations of the Commission on Compensation.

UPDATE FOR 2016

The 4 Group system adopted in 1995 requires an annual report to Diocesan Convention of church groups based on the latest parochial report information and an updated schedule of guidelines (adjusted for cost-of living).

Group Placement

There were changes in composition of the groups for 2016. The list is attached.

2017 Guidelines

The annual inflation rate of 0.4% as of December 2015 was used to determine the 2017 guidelines.

2017 Compensation Guidelines for Parochial Clergy

Full-Time Rectors and Vicars

Group One	\$96,379
Group Two	\$80,688
Group Three	\$67,242

Part-Time Clergy

% time worked x Group Three compensation

Full-Time Assisting Clergy

Years Since Ordination To the Diaconate

less than 1	\$43,308
1 but not 3	\$53,086
3 but not 5	\$56,879
5 but not 7	\$60,162
7 but not 10	\$63,702
10 or more	\$67,242

Clergy Supply – effective July 1, 2015

Principal Services, Sunday or Saturday, per day and special ** weekday services

Three Services	\$200 + mileage*
Two Services	\$175 + mileage*
One Service	\$150 + mileage*

Regular Weekday Services \$50 + mileage*

* use current IRS reimbursement rate

- call Maria Manocchio 716-881-0660 ext 18 or mariamanocchio@episcopalwny.org

- <http://www.irs.gov/Tax-Professionals/Standard-Mileage-Rates>

** Special Services on Weekdays

Thanksgiving, Christmas Eve, Christmas Day, Ash Wednesday, Maundy Thursday, Good Friday, Easter Vigil

Respectfully submitted,

Commission on Compensation of Clergy

Ms. Barbara J. Northan, Chair

Ms. Judy Elliott

Mr. Howard F. Gondree

The Rev. Jerre Feagin

The Rev. Vicki Züst