

**2019 Cost of Clergy Position**  
**These are the 2019 Diocesan Minimums**

	<b>Group 1</b>	<b>Group 2</b>	<b>Group 3</b>
Compensation (salary, housing & SECA)	\$100,470	\$84,113	\$70,096
Pension	\$18,085	\$15,140	\$12,617
Continuing Education	\$1000	\$1000	\$1000
Mileage Reimbursement	\$2400	\$2400	\$2400
Supply Clergy for 6 weeks (4 vacation, 2 con ed)	\$1200	\$1200	\$1200
<i>Health &amp; Dental Insurance (80% of Family)</i>	<i>\$24,000</i>	<i>\$24,000</i>	<i>\$24,000</i>
<i>We do not yet have the actual figures for 2019 – this is a high estimate of what 80% of Family coverage in the most expensive plan will be.</i>			
<b>TOTAL</b>	\$147,155	\$127,853	\$111,313

**Part Time Clergy**

Part-time clergy compensation is determined by the number of 4-hour units contracted for by the congregation and based on the Group 3 minimum.

A unit is generally a morning, afternoon or evening. For example: Sunday morning = 1 unit; Sunday morning + Wednesday afternoon = 2 units; Sunday morning + Wednesday morning & afternoon = 3 units etc...

Compensation for each unit is \$7010

For clergy who are retired – the cap on what Church Pension Group allows them to earn is \$38,000. This means that for clergy who are receiving pension, the maximum number of units they can be contracted for is 5 ½. Pension premiums are not required for retired clergy.

For clergy who are not retired a pension assessment of 18% or \$1,261.80/unit will be paid to Church Pension Group. If a clergy person is not participating in the Church Pension Group, it will be paid to the clergy person for retirement investment.

The following are the expectations regarding health insurance:

For 1 – 2 units – no parish contribution towards health insurance. Clergy person may purchase insurance for the Denominational Health Program, but will be responsible for all the premiums.

For 3 or 4 units – parish is responsible for 21% of insurance premium or \$2500 contribution towards health insurance.

For 5 or 6 units – parish is responsible for 42% of insurance premium or \$4500 contribution towards health insurance.

For 7 or 8 units – parish is responsible for 64% of insurance premium or \$6500 contribution towards health insurance.

Part-time clergy are to receive 4 weeks vacation, 2 weeks continuing education leave and \$1000 contribution to continuing education. They are also eligible to accrue sabbatical leave on the same basis as full-time clergy.

**Supply Clergy:**

Sunday & Special Day Services (Thanksgiving, Christmas Eve & Day, Maundy Thursday, Good Friday & Easter Vigil)

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

Regular Weekday Services    \$50 + mileage

The IRS Mileage reimbursement rate is .535/mile as of June 2018