



Clergy Compensation Recommendation 2023

Introduction

After a careful review of The Church Pension Group's Church Compensation Report and Analysis of Clergy Compensation, Idaho Teacher and Administrators' salary schedule, and other dioceses' compensation schedules, here is the recommendation of the Human Resources Committee* for clergy compensation for any church in 2023 seeking ministry support from clergy in our diocese. While these are required minimum salaries, each congregation is encouraged to consider the ministry demands placed on each clergy person caring for you.

Minimum compensation comprises the base on which the Church Pension Fund calculates clergy pension assessments. Minimum compensation in our diocese includes a stipend, cash and non-cash housing, utility allowances, and self-employment tax reimbursement (SECA). Read the full guidelines below of the 2023 compensation.

Please note that other optional forms of compensation, as defined by the Church Pension Fund, will add to the pension base. Some examples are expense allowances not accounted for by clergy, year-end bonuses, housing equity allowances, employer contributions to 403(b) accounts, one-time payments (e.g., retirement gifts), etc.

Additionally, vestries must be cognizant of the complexity of the job (often based on the congregation's size) and any special skills (such as advanced education and/or other work experience) that the priest brings to the job. As you are considering compensation, please call the diocesan office for assistance in determining a suitable amount.

Updating Compensation with the Church Pension Fund

The Church Pension Fund has required compensation changes and new assignments to be made via the online Employee Roster (ER) since January 1, 2018. **It is of utmost importance to maintain correct compensation records** in real time for Pension Fund assessments to be billed properly and paid promptly. Not only future retirement benefits, but also life and disability benefits while actively working are based on compensation records at the Church Pension Fund. What they don't know might curtail benefits, so be sure the Pension Fund has each employee's latest compensation. For more information on how to update compensation in the ER, contact the diocesan office.

Guidelines for Determining Position in Range

1. Clergy should move through the range over time and with development of greater skills and experience. "Position in range" is a key consideration for compensation decisions--a more important consideration than cost of living or range movement in salary change decisions.

2. A person hired with limited experience in his or her new parish assignment is typically paid in the first third of the range.
3. The range midpoint represents a standard of normal compensation for fully functioning clergy with good performance.
4. Clergy with ten years experience in the active ministry, who meet or exceed performance expectations, would typically be paid at or above the range midpoint.
5. Compensation should not be below the minimum of the range. A Vestry will prepare a corrective action plan for approval by the Bishop if compensation does not meet this standard.
6. Compensation may exceed the Upper Guideline in situations where the cost of living, special experience, or extra duties dictate a higher standard.

Social Security Tax Reimbursement

1. Clergy are considered self-employed with respect to FICA and Medicare taxes. They are responsible for paying the 15.3% self-employed tax (SECA). Parishes shall reimburse their clergy for one-half of this tax. This reimbursement is not included in the compensation figure shown on page 1.
2. The Social Security Tax Reimbursement shall be paid even if the individual has chosen not to be covered by Social Security.
3. The Self-employment tax reimbursement is included in the compensation base on which the 18% pension payment is computed.

Insurance and Pension Benefits

1. Clergy pension benefits are provided in accordance with the requirements of National Canons. Congregational payments for this benefit are 18% of cash compensation (salary, allowances, self-employment tax reimbursement, and 403b retirement plan contributions). Special rules apply when rectory is provided.
2. Clergy are provided with family medical insurance coverage with base plan premiums paid by the local congregation. The 2023 standard for this coverage is the Episcopal Church Medical Trust policy provided by the Diocese of Idaho. Clergy may choose alternative coverage under a spouse plan and receive reimbursement for premiums paid (not to exceed the cost of base plan coverage).
3. The Church Pension Fund provides \$150,000 of term life insurance for eligible active participants at no cost to congregations.

Clergy Compensation Chart - 2023

Episcopal Diocese of Idaho

Salary Range Based on Average Sunday Attendance

Benefits included in the salary: Stipend and Housing.

Additional Benefits to be considered when planning to call a full-time clergy

- 18% Pension
- Medical insurance (Single or family)
- 7.7% of SECA reimbursement.
- Continuing Education fund of \$1000 a year
- Travel reimbursement based on ASA. (Negotiated)
- Cola increase is calculated into the base minimum each year

			Clergy		Suggested	Recommended	Growth
Range		ASA	Title	Churches	Minimum	Goal	Oriented
1	ASA 350+	961	RP	Bishop	\$112,131.00	\$125,131.00	\$137,583.00
1	ASA 250+	961	RP	Canon	\$81,295.00	\$93,295.00	\$105,295.00
2	ASA 130+	171	RP	St. Michael	\$64,145.00	\$76,145.00	\$88,145.00
2	ASA 130	153	RP	St. Thomas	\$64,145.00	\$76,145.00	\$88,145.00
3	ASA 100+						
3	ASA 60+	97	RP	Holy Nativity	\$58,412.00	\$68,412.00	\$80,412.00
3	ASA 60+	82	RP	St. Stephen's	\$58,412.00	\$68,412.00	\$80,412.00
3	ASA 60+	68	RP	All Saints	\$53,009.00	\$63,262.00	\$75,262.00
3	ASA 60+	64	RP	Ascension	\$49,639.00	\$62,463.00	\$70,455.00
4	ASA 40+	47	RP	St. Luke, IF	\$53,009.00	\$63,262.00	\$75,262.00
4	ASA 40+	45	RP	Trinity, Pocatello	\$49,639.00	\$62,463.00	\$70,455.00
4	ASA 40+	41	RP	Grace, Nampa	\$53,009.00	\$63,262.00	\$75,262.00
5	ASA 20+	35	RP	St. Mary's	\$49,639.00	\$62,463.00	\$70,455.00
5	ASA 20+	26	RP	Redeemer	\$49,639.00	\$62,463.00	\$70,455.00
5	ASA 20	23	RP	St. Francis, Alta	\$49,639.00	\$62,463.00	\$70,455.00
5	ASA 20	23	RP	Emmanuel, Hailey	\$49,639.00	\$62,463.00	\$70,455.00
5	ASA 20	23	RP	St. Andrews	\$49,639.00	\$62,463.00	\$70,455.00

			Clergy		Suggested	Recommended	Growth
Range		ASA	Title	Churches	Minimum	Goal	Oriented
5	ASA 20	21	RP	St. Matthews	\$49,639.00	\$62,463.00	\$70,455.00
5	ASA 20+	20	RP	St. Luke's, Weiser	\$49,639.00	\$62,463.00	\$70,455.00
6	ASA 0+	13	MC	Holy Trinity, Buhl	\$6,000.00	\$13,000.00	\$28,000.00
6	ASA 0+	12	MC	St. James, MH	\$6,000.00	\$13,000.00	\$28,000.00
6	ASA 0+	12	MC	St. David's	\$6,000.00	\$13,000.00	\$28,000.00
6	ASA 0+	11	MC	St. Paul's	\$6,000.00	\$13,000.00	\$28,000.00
6	ASA 0+	9	SC	Grace, Glenns Ferry	\$3,750.00	\$7,000.00	\$13,000.00
6	ASA 0+	8	SC	Christ	\$3,750.00	\$7,000.00	\$13,000.00
6	ASA 0+	7	SC	Good Shepherd	\$3,750.00	\$7,000.00	\$13,000.00
6	ASA 0+	7	SC	Epiphany	\$3,750.00	\$7,000.00	\$13,000.00
6	ASA 0+	5	SC	Calvary	\$3,750.00	\$7,000.00	\$13,000.00
6	ASA 0+	4	SC	Emmanuel, Placerville	\$3,750.00	\$7,000.00	\$13,000.00
6	ASA 0+	3	SC	St. John's	\$3,750.00	\$7,000.00	\$13,000.00

Supply Clergy Chart

				One Service + Sermon	2 Services +	
7	Deacon	SC	Any Church	Mileage + \$85		
7	Priest	SC	Any Church	Mileage + \$160	Mileage + \$190	

Rector / Priest-in-Charge (RP)	Sacramental ministry and preaching, pastoral presence when needed, administrative responsibilities, community building, Christian formation, strategic growth. (Compensated per diocesan guideline)
Missionary Chaplain (MC)	Sacramental ministry and preaching, Pastoral care on Sundays, Christian formation and pastoral care as requested (Compensated per diocesan guideline)
Supply Clergy (SC)	Sacramental Ministry and preaching when requested, including preaching. (Compensated per diocesan guideline)

Deacon (DC)	Outreach ministry and sacramental availability as approved by the bishop including chaplaincy, distribution of communion from reserved sacraments and preaching/teaching. (Compensated per diocesan guideline)
Worship Leader (WL)	Leading worship in the absence of a clergy or on occasion when approved by the bishop. (Non-compensated Volunteer Ministry)

*RP = Rector / Priest-in-charge | MC = Missionary Chaplain
SC = Supply Clergy (Deacon or Priest) | DC = Deacon*

***Human Resources Committee**

Bishop
Canon to the Ordinary
Treasurer
Archdeacon