

## Clergy Rector Compensation Guidelines / Comparisons

The Finance Committee met on June 13, 2023 and adopted the proposed updates to the Diocesan Clergy Compensation Guidelines. The current guidelines have not been updated since 2015. After review and discussion, they were approved the Diocesan Council at its meeting Sept. 14, 2023.

	<u>2009 Min.<sup>1</sup></u>	<u>2015 Min.<sup>2</sup></u>	<u>2021 Avg.<sup>3</sup></u>	<u>2021 Low<sup>4</sup></u>	<u>Proposed 2023 Min.<sup>5</sup></u>
Family size congregation (ASA 0-50)	\$51,634	\$56,022	\$69,249	\$45,158	\$68,311
Pastoral size congregation (ASA 51-150)	\$59,010	\$64,025	\$85,828	\$63,900	\$78,070
Small program size (ASA 151- 250)	\$66,386	\$72,028	\$111,027	\$101,119	\$87,829
Large program size (ASA 251-350)	\$73,767	\$80,037	\$106,157	\$81,520	\$97,895
Corporate size congregation (ASA 351+)	\$81,139	\$88,035	\$178,992	\$128,000	\$107,348

<sup>1</sup> *Approved compensation min. in 2009*

<sup>2</sup> *Approved salary min. in 2015*

<sup>3</sup> *Actual average from 2021 Diocesan Clergy Compensation Report*

<sup>4</sup> *Actual low compensation reported for 2021 Diocesan Clergy Compensation Report*

<sup>5</sup> *Proposed Minimums beginning 2023, based on 21% COLA since 2016 according to the American Institute of Economic Research COLA Calculator ([www.aier.org/cost-of-living-calculator](http://www.aier.org/cost-of-living-calculator)).*