

The Episcopal Church in South Carolina
Recommended Guidelines for Clergy Compensation
For the Year 2016

Diocesan Minimum Pension Base Compensation for Full Time Clergy is \$55,500.

Pension Base Compensation:

The following compensation recommendations include what is commonly referred to as “annual pension base compensation” (base salary including housing and utilities allowance). Other benefits and reimbursements such as health insurance, life insurance, expense reimbursement, pension premium, etc... are over and above pension base compensation.

Compensation Considerations/Criteria:

The following minimum compensation guidelines are a starting point in developing specific clergy compensation. Considerations include but are not limited to: parish or mission size, level and quality of relevant experience, position’s degree of difficulty, existing local peer compensation, etc...

Full Time Clergy Positions: Minimum Compensation Guidelines

<u>Church Size (ASA)</u>	<u>Suggested Minimum</u>
Family (0-75)	\$55,000
Pastoral (76-140)	\$70,000
Transitional (141-225)	\$81,200
Program (226-400)	\$85,000
Resource (401+)	\$91,000

Part Time Clergy Positions

Compensation Considerations/Criteria: As noted above and including clergy time commitment

Active Clergy: To be determined based upon above criteria

Retired Clergy: Not to exceed \$39,000 (per Church pension regulations for calendar year 2019)

Supply Clergy: \$175 for one service and \$200 for two services