

**REPORT OF THE COMMITTEE ON  
MINISTERS' SALARIES  
February 26, 2016**

Dear Brethren:

This report is limited to providing a yearly guideline concerning Minister's Salaries. For others matters pertaining to Parish Administration and salary guidelines, please consult the Diocesan Customary or contact the Diocesan office. A copy of the Customary may be obtained through the Diocesan Office or online at [www.recdma.org](http://www.recdma.org).

While recognizing that individual parish capabilities and budgets differ, we still believe it is important to set minimum standards for which our congregations should strive concerning the salaries paid to ministers. For the several years, this report has relied on the standards set by the standards and guidelines of the Anglican Diocese of Pittsburgh, Pennsylvania (ACNA). The chart below reflects the recommended compensation guidelines for 2016. **It is noted that these figures are the MINIMUM standards for the FIRST year of incumbency.** Consideration should be made for the number of years of previous experience and number of years of service to the parish. Adjustment should also be made for job complexity (size of staff, oversight of preschool or day school, educational level, etc). Further consideration should also be made for geographical location as this represents Pittsburgh, PA and cost of living may be different in different areas.

**RECTOR  
(1<sup>ST</sup> YEAR OF INCUMBENCY)**

	<b>Budget under \$250,000</b>	<b>Budget over \$250,000 &amp; under \$500,000</b>	<b>Budget over \$500,000 &amp; under \$1,000,00</b>	<b>Budget over \$1,000,000</b>
<b>Metro/Suburban</b>	\$61,800	\$68,500	\$81,275	\$84,900
<b>Town/Rural</b>	\$60,150	\$66,850	\$78,900	\$83,250

**FULL-TIME ASSISTANT PRIEST  
(1<sup>ST</sup> YEAR OF INCUMBENCY)**

	<b>Budget under \$250,000</b>	<b>Budget over \$250,000 &amp; under \$500,000</b>	<b>Budget over \$500,000 &amp; under \$1,000,00</b>	<b>Budget over \$1,000,000</b>
<b>Metro/Suburban</b>	\$54,975	\$61,450	\$65,700	\$68,250
<b>Town/Rural</b>	\$54,050	\$60,425	\$64,975	\$67,525

**HALF TIME (25 HOUR PER WEEK) RECTOR, CHURCH PLANTER, ASSISTANT PRIEST  
(1<sup>ST</sup> YEAR OF INCUMBENCY)**

	<b>Budget under \$250,000</b>	<b>Budget over \$250,000 &amp; under \$500,000</b>	<b>Budget over \$500,000 &amp; under \$1,000,00</b>	<b>Budget over \$1,000,000</b>
<b>Metro/Suburban</b>	\$20,350	\$20,650	\$23,350	\$23,750
<b>Town/Rural</b>	\$20,700	\$20,780	\$24,050	\$23,425

The cash compensation represented in the chart does include the value of the rectory, rectory allowances and utilities paid if a rectory is provided by the parish. These figures **do not** include fringe benefits, such as health insurance, disability, and life insurance. Nor does it include the Disability policy and defined Pension Contribution mandated by the General Council. In no circumstance should a pastor's cash compensation be reduced to cover the cost of the General Council mandated pension program (12%) as this violates the terms of the Pension Program.

We recommend that clergy be given a minimum of four weeks paid vacation (including 4 Sundays) and one week of study leave. It is also recommended that pastors be remembered at Christmas time. The Vestry of each parish should determine to present a Christmas gift to the pastor. A special appeal should be made to the parishioners and a special offering taken. This gift should be over and above any approved salary.

The parish vestry should provide **AN ANNUAL REVIEW OF THE PASTOR'S COMPENSATION PACKAGE**. At the very least, a cost of living adjustment (COLA) commensurate with the rate of inflation should be provided. If such a COLA is not provided then the pastor is, in essence, receiving a reduction in salary. In such cases when the pastor's compensation is below the above minimum guidelines, it would be most appropriate for the parish vestry to review the financial position of the parish more frequently and determine if increases can be provided to the pastor throughout the year.

Parishes should also be mindful of other expenses associated with the ministry of the pastor. Regular reimbursements for hospital parking, mileage at the published IRS rate for employees (2016 rate = \$0.54/mile), meals with parishioners, and other expenses should be made with accompanying receipts.

Lastly, this committee does not provide any advice concerning the legalities of the Affordable Care Act. We do, however, advise you that a group health insurance policy is available to our parish employees through the ACNA Health Benefits office. If interested, you may visit their website and contact them directly: <http://www.anglican church.net/?/main/page/benefits>

Most pastors will not initiate a conversation or direct the Vestry to consider their own compensation. It should be the regular and normal duty of the Senior Warden to direct the Vestry in these matters. To help with this, we ask that you please provide a copy of this report to your parish Vestry.

Respectfully Submitted,

The Very Rev. Jason R. Grote