

September 2, 2010

A Resolution Establishing Minimum Clergy Compensation

RESOLVED, That the 178th Convention of the Diocese of Vermont approve the recommendation of the Diocesan Council that the minimum full time stipend for priests receiving compensation in the Diocese of Vermont for the year 2011 be set at \$37,541 (increase 1.6% from 2010), and that travel allowance be reimbursed at the current IRS standard.

PROPOSER: Diocesan Council

Explanation:

Canon 6.7 of the Episcopal Diocese of Vermont requires that Diocesan Council review the minimum stipend for full-time equivalent clergy receiving compensation for their ministry in the Diocese of Vermont and for travel allowance, and make recommendations to the Convention. Such a minimum shall be binding on all parishes and missions upon ratification of the Convention. The current Cost of Living Adjustment (COLA) using the Northeast Small City Index (group B/C) and the United States Rural Cities index (Group D) is 1.6% (as of June 30, 2010). These indices best reflect rural economy of Vermont. Therefore, the Diocesan Council proposes that the minimum full time stipend be increased by 1.6%.

According to the Church Pension Fund ("The 2008 Church Compensation Report," reflecting 2007 data), the national average median compensation for full-time Episcopal clergy was \$66,545*, up from \$64,508* in 2006. This figure includes cash stipend, fair-rental value of housing, utilities and payment of one-half of the Social Security/Medicare (SECA) tax.

*This figure is based solely upon the Church Pension Fund formula for calculating housing. It may in fact not reflect an accurate amount based on the actual expenses for housing and utilities in Vermont.

[see page 2 for Schedule of Mandatory Minimum Cash Salaries for 2011]

Schedule of Mandatory Minimum Cash Salaries for 2011

<u>Years of Service</u>	<u>Level 1*</u>	<u>Level 2*</u>
1	\$37,541	\$42,259
2	\$38,142	\$42,935
3	\$38,752	\$43,622
4	\$39,372	\$44,320
5	\$40,002	\$45,029
6	\$40,642	\$45,750
7	\$41,292	\$46,482
8	\$41,953	\$47,225
9	\$42,624	\$47,981
10	\$43,306	\$48,749
11	\$43,999	\$49,529
12	\$44,703	\$50,321
13	\$45,418	\$51,126
14	\$46,145	\$51,944
15	\$46,883	\$52,775
16	\$47,633	\$53,620
17	\$48,396	\$54,478
18	\$49,170	\$55,349
19	\$49,957	\$56,235
20	\$50,756	\$57,135

* Level 1 represents parishes with annual budgets below \$143,000.

**Level 2 represents parishes with annual budgets of \$143,000 and above.

The minimum cash salary is increased by 1.6% for each additional year of service