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CLERGY COMPENSATION

BACKGROUND:

For clarity and flexibility, the Vestry combines all elements of compensation into a single "total compensation figure" including stipend, pension, allowances, and insurance coverage.

POLICY/PROCEDURE:

1. When negotiating with a new Rector or Assistant, the Vestry and clergy person agrees on a figure for total compensation.
2. Annually thereafter the Vestry considers whether the figure should be raised to reflect merit or inflation or both or be otherwise adjusted (e.g., to meet Diocesan guidelines or to reflect housing allowance needs). Any percentage change is applied to the stipend figure and total compensation is then recalculated.
3. The Clergy submit their estimates of a reasonable housing allowance for the upcoming tax year to the Finance Committee in time to be included in the budget submission, not later than December 1 of each year for the coming year. These estimates are to be included in official Vestry action on the budget. The Vestry annually approves the designated portion for a housing allowance.
4. Travel allowance is considered an allowance to reimburse the clergy for carrying out responsibilities to the Parish, and is excluded from the compensation figure.