

Resolution 2016-01

Passed as submitted

Title: **Clergy and Lay Employee Compensation**

Submitted by: Compensation and Benefits Committee
 Michael C. Warlow and Anne Gross, co-chairs

RESOLVED, that the 232nd Convention of the Diocese of Maryland, meeting May 13-14, 2016, continues to be committed to a Living Wage; the Diocese of Maryland strongly encourages that all clergy and lay employees be paid according to the Maryland Department of Labor, Licensing, and Regulation's Living Wage standard for a single employee. Currently this is \$13.59 for employers in Anne Arundel County, Howard County, Baltimore County, and Baltimore City, and \$10.21 for employers in other locations of the diocese; and be it further

RESOLVED, that all clergy and lay employees be granted an annual review of performance that should consider merit increases in compensation as appropriate; and be it further

RESOLVED, that the recommended annual salary increase for parochial clergy and congregational lay employees for 2017 shall be the total of a 0.7% Cost of Living Adjustment (COLA) on the 2016 salary plus any salary adjustment based on responsibilities and performance; in considering compensation, vestries should take into account the recommended salary, adjustments based on responsibility, the performance review, and the COLA; and be it further

RESOLVED, that this Convention adopts the following honoraria for supply clergy for 2017:

1 service	between \$100 and \$200
2 services	between \$125 and \$250
3 services	between \$175 and \$300

(Midweek services may be compensated at a lesser rate)
Guest Preachers, including deacons preaching a sermon – Compensation should be appropriate to the circumstances with a minimum of \$100.

and further directs that travel expenses be reimbursed in compliance with the Internal Revenue Service guidelines; and be it further

RESOLVED, that this convention urges all congregations to provide fair, equitable, and competitive compensation to all persons providing program services such as, but not limited to, music director, choir director, director of Christian education, and director of youth programs. Information concerning appropriate compensation can be obtained from the diocesan office. Suggested salary ranges for church organists and choir directors are based on information from the American Guild of Organists (AGO) and the Association of Anglican Musicians (AAM). AGO and AAM information is available on the web at

www.agohq.org and www.anglicanmusicians.org, respectively. Compensation guidance for children’s and youth leaders may be found at www.episcoforma.org; and be it further

RESOLVED, that for transitional deacons and newly ordained priests for the first year following their ordination to the priesthood, the minimum annual Total Assessable Compensation (TAC) is \$58,294, the bottom of the range for a cleric in charge of a family-sized congregation; and be it further

RESOLVED, that the suggested range of TAC for experienced clergy who are hired as Assistant Rectors or Associate Rectors is \$61,366 to \$81,052 to fairly reflect experience and performance; and be it further

RESOLVED, that this convention adopts the following TAC criteria for full-time clergy in charge of congregations within the Diocese for the year 2017. TAC for full-time clergy must be at least the minimum of the TAC range; and be it further

RESOLVED, that rectors with ten or more years of experience in ordained ministry should be compensated at least at the median of the applicable parish-type clergy compensation range.

Parish Type	Family	Pastoral	Transitional	Program	Corporate/ Resource
Average Sunday Attendance	<i>Less than 76</i>	76 – 140	141 – 225	226 – 400	Over 400
Total Assessable Compensation Medians and Ranges					
Median TAC	\$70,201	\$76,043	\$95,923	\$113,483	\$142,057
TAC Range	\$58,294 - \$97,801	\$69,126 - \$98,349	\$74,505 - \$115,676	\$101,333 - \$126,785	\$124,954 - \$159,935

Part-time clergy should be paid according to their experience and proportional to the number of hours worked.

Congregations are referred to the Compensation and Benefits Guide <http://episcopalmaryland.org/for-parishes/clergy-and-lay-compensation-and-benefits/> for examples and further information.