



# THE EPISCOPAL DIOCESE OF MARYLAND

## **2022-01 Clergy and Lay Employee Compensation**

*Passed as Amended*

**RESOLVED**, that the 238th Convention of the Diocese of Maryland, meeting November 12 - 13, 2022, 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 \$12.86 for Garrett County; \$13.16 for Allegany County; 13.51 for Washington County; \$15.84 for Anne Arundel, Baltimore County and City, Howard, Harford, and Carroll Counties; and \$19.82 for Calvert and Frederick Counties; 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 minimum annual salary increase for parochial clergy and congregational lay employees for 2023 is the total of a 5% Cost of Living Adjustment (COLA) on the 2022 salary plus a salary adjustment based on responsibilities and performance; in considering compensation, vestries should take into account the recommended salary adjustments based on responsibility, experience, the performance review, and the COLA; and be it further

**RESOLVED**, that this Convention adopts the following honoraria for supply clergy (clergy who are hired to conduct service(s) in the absence of the congregation's regular cleric) and for Guest Preachers (lay or clergy) who are not members of or associated with the congregation for 2023:

- 1 service between \$200 and \$300 plus travel expenses
  - 2 services between \$225 and \$350 plus travel expenses
  - 3 services between \$275 and \$400 plus travel expenses
- (Midweek services may be compensated at a lesser rate)

Guest Preachers (lay or clergy) who are not members of or associated with the congregation should be compensated appropriate to the circumstances with a minimum of \$125. Mileage and travel expenses should be paid in accordance with the Internal Revenue Service guidelines; and be it further

**RESOLVED**, that congregations are required to reimburse supply clergy for actual mileage traveled to and from the parish, at prevailing IRS rates. IRS rules for deducting "unreimbursed business expenses" make it imperative that congregations issue separate checks for business expense reimbursements (e.g., mileage) and honoraria or stipends. These reimbursements must not be mingled in the same check. At the end of 2022, the mileage reimbursement rate is \$0.625 per mile; and be it further

**RESOLVED**, that for supply clergy, this reimbursement should be in addition to the honorarium paid for conducting services. Payments for mileage and travel expenses are to be considered reimbursements and should not be included in any reporting of earnings for year-end 1099's; and be it further

**RESOLVED**, that for clergy on the congregation's payroll, the cost of commuting from home to work cannot be reimbursed as a travel expense. However, such clergy are to be reimbursed for other travel expenses and mileage on church business (for instance, hospital visits, travel to conferences, etc.). Mileage reimbursements should not be included in any reporting of earnings for year-end W-2s; and be it further

**RESOLVED**, that, to avoid any misreporting with the IRS, it is strongly recommended that all reimbursements be paid in a separate check from any stipend or honorarium; 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; and be it further

**RESOLVED**, that the compensation of full time associate and assistant clergy correspond to at least the minimum of the range for a cleric in charge of a family-sized congregation; 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 \$68,375, the bottom of the range for a cleric in charge of a family-sized congregation; 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 2023. TAC for full-time clergy must be at least the minimum of the TAC range; and be it further

**RESOLVED**, that the below Compensation Chart be made available to congregations as a reference tool and guideline for increases to clergy compensation. For newly ordained clergy, the chart shows the range of TAC for each congregation size as well as an annual TAC progression from minimum to median over ten years for each church size, a tool offered as part of a comprehensive diocesan effort to correct disparities in clergy compensation based on race, gender, and sexual identity. For more experienced lead clergy, the chart shows the suggested minimum TAC based on the number of years since ordination.

<b>Total Assessable Compensation (TAC) Chart for Full Time Rectors, Vicars, and Priests-in-Charge</b>					
Congregation Size	Family (ASA <76)	Pastoral (76 - 140)	Transitional (141 - 225)	Program (226 - 400)	Corporate (>400)
<b>TAC Medians and Ranges</b>					
Median TAC	\$86,373	\$93,652	\$118,137	\$139,764	\$174,956
TAC Range	\$71,795 - \$120,452	\$85,134- \$121,124	\$91,757 - \$142,464	\$124,801 - \$156,148	\$153,890 - \$196,602
Years since Ordination:	<b>Minimum TAC for Lead Clergy who have been ordained 10 or fewer years</b>				
1 (Minimum of TAC range)	\$71,795	\$85,134	\$91,757	\$124,801	\$153,890
2	73,415	86,080	94,688	126,464	156,231
3	75,034	87,027	97,619	128,126	158,571

4	76,654	87,973	100,550	129,789	160,912
5	78,274	88,920	103,481	131,451	163,253
6	79,894	89,866	106,412	133,114	165,594
7	81,514	90,812	109,344	134,777	167,934
8	83,133	91,759	112,275	136,439	170,275
9	84,753	92,705	115,206	138,102	172,616
10 (Median of TAC range)	86,373	93,652	118,137	139,764	174,956
Years since Ordination:	<b>Minimum TAC for Lead Clergy ordained more than 10 years</b>				
15	\$92,315	\$100,760	\$127,103	\$150,373	\$188,235
20	\$93,679	\$102,249	\$128,981	\$152,595	\$191,017
25	\$95,044	\$103,738	\$130,860	\$154,817	\$193,799

It is expected that the TAC of parochial clergy will increase in a manner that increases the cleric's position within the appropriate range. The annual recommended salary increase for 2023 shall be the total of a 5% Cost of Living Adjustment (COLA) on the 2022 salary plus a salary adjustment based on responsibilities and performance. Consideration also should be given to the ordained service of clergy originally ordained in a denomination other than the Episcopal Church (subject to the approval of the bishop). And be it further

**RESOLVED**, that Part-time clergy should be paid according to their experience and proportional to the number of hours worked; and be it further

**RESOLVED**, that the Compensation and Benefits Committee continue to monitor disparities in clergy compensation based on race, gender, and sexual identity; address gender and racial bias in the search process; and publicize educational opportunities as well as information concerning appropriate compensation. Congregations are referred to the Compensation and Benefits Guide <https://episcopalmaryland.org/for-parishes/clergy-and-lay-compensation-and-benefits/> for examples and further information.