

Report on Resolution 16-03
Title: Clergy Compensation Guidelines

These guidelines which were adopted at the 43rd convention of the Episcopal Diocese of San Diego, have been posted on the diocesan website <http://edsd.org/clergy-guidelines> and recommended to all congregations engaged in clergy transitions or hiring additional clergy this year.

As called for in the resolution, the guidelines have been updated by diocesan staff, to reflect the cost of living adjustments published by the US Government for 2017 and 2018 respectively. The 2018 clergy compensation guidelines will be adjusted upward by 2% based on this index (see table below).

The resolution also acknowledged the current clergy compensation guidelines as a temporary measure and called for a commitment to further study clergy compensation models not tied to ASA and to report the status of that study to the 44th convention of the Diocese of Sand Diego.

The diocese experienced several key personnel transitions this year, including the bishop, the president of the standing committee and a clergy person with passion around this issue. While staff attended to the annual COLA adjustments, there was not bandwidth to study additional clergy compensation models this year.

In recent conversations with the available proposers of the original resolution, it was recognized that additional to the factors contained the resolution, other issues or questions deserve consideration. These include: addressing the increasing proportion of clergy who are part time and the impact of this status on compensation and benefits; the need to increase financial resources through the sale of property to adequately compensate clergy; and the need to recognize the San Diego cost of housing impact on compensation. There was also some sentiment for exploring the UK model of a uniform salary for all clergy regardless of ASA, budget or pledge and plate.

Congregation category / Average Sunday Attendance	2017		2018	
	Minimum	Suggested	Minimum	Suggested
Family ASA: 0 to 75	\$54,200	\$67,800	\$55,284.00	\$69,156.00
Pastoral ASA: 76- 140	\$65,535	\$77,100	\$66,845.70	\$78,642.00
Transitional ASA: 140 - 225	\$79,050	\$93,000	\$80,631.00	\$94,860.00
Program ASA: 225 - 400	\$99,705	\$117,300	\$101,699.10	\$119,646.00
Resource ASA: 400+	\$110,480	\$138,100	\$112,689.60	\$140,862.00

For Associates, Assistants, and Curates, the established minimum and suggested compensations are:

Priest ordained less than seven years: Minimum: \$49,980; Suggested: \$62,424

Priest ordained more than seven years: Minimum: \$52,530; Suggested: \$65,688