

# EDSD Clergy Recommended Compensation\* Minimums



Effective 1/1/2024

\*Compensation is the total of cash stipend and housing. It does not include benefits.

## Step 1:

Congregations are indexed by the following categories:

Size - Pledge Units	Points
0-100	3
101-200	6
201-300	9
301-400	12
401-	20

Normal Operating Income (Parochial Line A)	Points
Less than \$93,363	4
\$93,364- \$179,198	8
\$179,199 - \$358,113	12
\$358,114 - \$716,795	16
\$716,796 +	20

Size - Average Weekly Attendance (from parochial report)	Points
0-100	3
101-200	6
201-300	9
301-500	12
501-	20

Cost of Living Adjustment (based on bestplaces.net)	Points
0-100	0
101-125	1
126-150	2
151-175	3
176-200	4
Over 200	5

Add the points from each category	Category
0-12	A
13-21	B
22-30	C
31-37	D
38+	E

**Step 2:**

Apply the point category to the below table, and find the number in the column for the appropriate number of years of experience:

Experience	0-4 yrs	5-9 yrs	Over 10 yrs
A	73,130	78,280	83,430
B	83,173	88,323	93,473
C	93,215	98,365	103,515
D	103,258	108,408	113,558
E	113,300	118,450	123,600

**Step 3:**

Make final adjustments:

- These are for the position of Rector, Vicar, or Priest-in-Charge. See below for others.
- Add \$10,000 if the congregation includes a school
- For part-time, multiply the above number by the percentage of full-time-equivalent
- Remember this points to the **minimum** compensation for the cleric. Individual situations may often require compensation above the **minimum**.

Associates, Specialty Ministers, and Curates

Pre-Priestly Ordination Apprenticeship	Curate (Priestly ordination through 1 year)	Associate (1-4 years experience)	Associate (5-9 years)	Associate (over 10 years)
66,950	73,130	77,250	83,430	93,730

Pre-Ordination – includes lay persons and transitional deacons. Once the person is ordained priest, they move to the Curate category.