

# EDSD Clergy Recommended Compensation\* Minimums

Effective 1/1/2026

\*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 (from Parochial Report)		Points
0-100		3
101-200		6
201-300		9
301-400		12
401-		20

Adjusted Revenue (Parochial Line A – Line 4)		Points
Less than \$95,000		4
\$95,001- \$180,000		8
\$180,001 - \$360,000		12
\$360,001 - \$720,000		16
\$720,000 +		20

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

Cost of Living Adjustment (See Appendix)	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	76,832	82,243	87,654
B	87,383	92,794	98,205
C	97,934	103,345	108,756
D	108,485	113,896	119,307
E	119,036	124,446	129,857

**Step 3:**

Make final adjustments:

- These are for the position of Rector, Vicar, or Priest-in-Charge. See below for others.
- Add \$10,763 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)
70,340	76,832	81,161	87,654	98,475

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

## Appendix – Cost of Living

1 – Affluent Costal. 5 Points. Cost of living over 200% of the national average.

Christ Church Coronado, St. Peter's Del Mar, St. Andrew's Encinitas, St. James La Jolla, Resurrection Ocean Beach, St. Andrews Pacific Beach, All Souls San Diego.

2 – Outlying coastal, inland affluent. 4 Points. Cost of living between 180% and 200% of national average.

Holy Cross Carlsbad, St. Michael's Carlsbad, St. Brigid's Oceanside, St. Timothy's San Diego

3 – Inland Greater San Diego. 3 Points. Cost of living between 150% and 180%.

Christ the King Alpine, Good Shepherd Bonita, St. John's Fallbrook, St. Andrew's La Mesa, St. Bartholomew's Poway, All Saints San Diego, Good Samaritan San Diego, St. David's San Diego, St. Dunstan's San Diego, St. Luke's San Diego, St. Paul's Cathedral San Diego, Grace San Marcos

4 – South Bay, Exurban San Diego County, Palm Springs. 2 Points. Cost of living between 126% and 150%.

St. John's Chula Vista, St. Alban's El Cajon, Trinity Escondido, St. Andrew's Lake Elsinore, St. Phillip's Lemon Grove, St. Matthew's National City, St. Paul Palm Springs, St. Francis Pauma Valley, St. Mary's Ramona, St. Mark's San Diego, St. Thomas Temecula, All Saints Vista

5 – Suburban Desert. 1 Point. Cost of living between 100% and 125%.

St. Barnabas Borrego Springs, St. Hugh Idyllwild, St. John's Indio, St. Margaret's Palm Desert

6 – Further afield. 0 Points. Cost of living at 100% or lower.

Sts. Peter and Paul El Centro, Good Shepherd Hemet, St. Paul's Yuma