



The Episcopal Diocese of Georgia

The office of the Rt. Rev. Scott Anson Benhase, 10th Bishop of Georgia

Minimum Priest Compensation Guidelines—Adopted by Diocesan Council for 2013

Comparison to other dioceses in our region and to national averages for Episcopal priests will readily reveal that higher salaries will be needed for a church to be able to attract a priest to serve their congregation. The below is considered a starting point for settling on fair compensation.

Diocese of Georgia - Minimum Priest Compensation			
Years Service	Average Sunday Attendance		
	Under 75	75-150	150-250
0	\$51,000	\$53,550	\$56,278
5	\$53,550	\$56,278	\$59,039
10	\$56,278	\$59,039	\$61,991
15	\$59,039	\$61,991	\$65,090
20	\$61,991	\$65,090	\$68,345
25	\$65,090	\$68,345	\$71,762

The chart above starts with the base minimum and then goes out in to raise 5% in each direction right or down to compensate for additional experience or size of congregation. These minimums are for a Rector or Vicar (interims and a Priest in Charge as well). Clergy working as an assistant use the “under 75” line no matter the size of the parish.

With the above, minimum compensation for part-time clergy will be:

Diocese of Georgia - Minimum Part time Priest Compensation			
Years Service	Portion of Full Time		
	Quarter Time	Half Time	Three Quarters
0	\$12,750	\$25,500	\$38,250
5	\$13,388	\$26,775	\$40,163
10	\$14,070	\$28,139	\$42,209
15	\$14,760	\$29,520	\$44,279
20	\$15,498	\$30,996	\$46,493
25	\$16,273	\$32,546	\$48,818

For congregations with more than 75 ASA, the number above should be raised by 5%, in keeping with the base chart.

1. The above numbers may be used to generate a Salary/Housing/Social Security Offset, and are part of the total compensation package which additionally must include payment to the Church Pension Fund, suitable insurance (see below), an appropriate travel allowance, and provision for a sabbatical.
2. Congregations providing a rectory, may reduce the appropriate number above by 25%, with of the above 5% set aside for the priest to offset not building equity in a home.
3. The first column to the left provides the minimum compensation for full-time assisting clergy.
4. Part-time compensation may be determined using the charts, as a half-time job must meet 50% of the amount in the appropriate box on the chart.
5. The above number will be raised annually by the Consumer Price Index as published by the Bureau of Labor Statistics until Diocesan Council enacts new compensation guidelines (www.bls.gov/data/inflation_calculator.htm).
6. These guidelines do not take into account important factors such as tenure in a particular parish, job performance, unique parish responsibilities or prior business/professional experience.
7. Churches not at the above standard need to work with the diocesan staff (Canons and Bishop) to arrive at a plan for addressing compensation in line with these guidelines.

Insurance Standards

In order to comply with the diocesan clergy minimum compensation standard, a congregation with a priest working at least 30 hours per week is required to assure insurance coverage. For those who do not otherwise have medical insurance provided through a spouse or an existing plan such as Tri-care, this means selecting at least the lowest cost option from the plans above.

For those in a High Deductible Plan with a Health Savings Account, the Diocese expects the employer will pay \$200 per month or \$2400 per year into the HSA for those electing the single HDHP and \$400 or \$4800 per for the plus one or family plan in the first year of coverage and to continue to pay \$150 per month for Single HDHP and \$300 per month for plus one, and \$400 for family plans in subsequent years.