



The Episcopal Diocese of Georgia

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Minimum Priest Compensation—Approved for 2021 by Diocesan Council, September 2020

Diocese of Georgia - Minimum Priest Compensation			
Years Service	Average Sunday Attendance		
	Under 75	75-150	150-250
0	\$54,900	\$57,645	\$60,527
5	\$57,645	\$60,527	\$63,554
10	\$60,527	\$63,554	\$66,731
15	\$63,554	\$66,731	\$70,068
20	\$66,731	\$70,068	\$73,571
25	\$70,068	\$73,571	\$77,250

Details

The chart starts with the base minimum and then raises that minimum by 5% in each direction right or down to compensate for additional experience or the size of congregation. These minimums are for any Priest in Charge, whether they are Rector, Interim, or other designation. Clergy working as Assistants use the “under 75” line no matter the size of the parish.

1. The above numbers may be used to generate a total for the Salary/Housing/Social Security Offset, and are part of the total compensation package. These numbers do NOT include other required benefits:
 - a. Payments to the Church Pension Fund,
 - b. Provisions for health insurance (see below),
 - c. Provisions for an appropriate travel allowance, and
 - d. Provision for a sabbatical.
2. Congregations providing a rectory, may reduce the appropriate number above by 25%, with 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 Assistant clergy.
4. 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.

For part-time priests, the minimum compensation is as follows:

Diocese of Georgia - Minimum Part time Priest Compensation			
Years Service	Portion of Full Time		
	Quarter Time	Half Time	Three Quarters
0	\$13,725	\$27,450	\$41,175
5	\$14,411	\$28,822	\$43,233
10	\$15,132	\$30,264	\$45,396
15	\$14,760	\$29,520	\$44,280
20	\$15,889	\$31,778	\$47,667
25	\$16,683	\$33,366	\$50,049

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

Health 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 of those available through the Episcopal Church Medical Trust.

For those in a High Deductible Plan with a Health Savings Account, the Diocese expects the employer to pay \$200 per month or \$2400 per year into the HSA for those electing the single HDHP and \$400 per month or \$4800 per year 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 per month for family plans in subsequent years.