



# The Episcopal Diocese of Alaska

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## Guideline for Full-Time Clergy Compensation:

The Standing Committee adopted a 2021 adjustment to our current minimums. The 2020 minimum base salary for a full-time clergy was \$75,800. The new minimum for the year 2021 is **\$77,350**; representing a 2.0% increase. This figure is inclusive of cash compensation and, if applicable, fair market rental value of church provided housing. Cash compensation is, specifically, cash salary, cash bonuses, and other cash payments and/or allowances, such as social security, utilities, housing and equity allowances. This does not include other forms of fringe benefits such as medical/dental insurance premiums, pension assessments, etc. Those benefits are calculated in addition to the minimum salary.

Those communities which are served by non-stipendiary (abundance) clergy are also called to express their care and thanks for the service of their clergy and are encouraged to consider participating in the Small Mission Clergy Program. The Standing Committee recognizes that the situation in each of our communities is unique. At the same time we are all called to remember that “the workers deserve their pay.” Your Standing Committee challenges each community to establish some minimum form for compensation for the abundance clergy who have served God and your congregation so faithfully.

The formula for calculating the minimum salary for a specific parochial position remains the same. It is as follows.

•	<b><u>Base Salary</u></b>	
	The minimum for any ordained person in full-time Church employment.	\$77,350.00
•	<b><u>Scope of Job Considerations</u></b>	
	1) Average Sunday attendance from the parochial report of the year immediately preceding. (Page 2, line 6 of report)	_____
	2) Total operating revenues from the parochial report of the year immediately preceding in thousands. (Page 3, Box B of report)	_____
	<b><u>Sub total</u></b>	_____
	3) Scope consideration multiplied by the adjustment factor of 40.	_____ <b>X 40</b>
	<b><u>Total scope considerations</u></b>	_____
	<b>Total Salary = Base plus Scope considerations.</b>	_____

This same formula may be used for part time positions. If a clergy is serving half time the minimum for that position is one-half the Total Salary above. If a community is able to offer a salary, which is a fraction of the above Total Salary, then the position should be considered part time. As an example; if a congregation offers a compensation package of \$39,000.00 for a position that the Total Salary calculates to be \$78,000.00, the position is a 50% position.

It is our hope that these guidelines and explanations are helpful to all of you in your preparation of your 2021 budgets.