Resolution A-187

Clergy Compensation

Submitted by Diocesan Council

1. BE IT RESOLVED that this 187th Convention of the Episcopal Diocese of Missouri set the annual standard base compensation for full-time clergy in 2027 as follows:

CASH SALARY & HOUSING ALLOWANCE TABLE FOR FULL-TIME CLERGY

Years of Service	Average Sunday Attendance		
	Under 75	75-175	176 or greater
0	$76,491	$79,929	$83,851
5	$79,929	$83,851	$87,965
10	$83,851	$87,965	$92,363
15	$87,965	$92,363	$96,981
20	$92,363	$96,981	$101,830
25	$96,981	$101,830	$106,922

* Table outlines a standard base for full-time solo or senior clergy. Full-time associate compensation should follow the left column. This resolution establishes a standard base compensation for clergy. Congregations are urged and invited to compensate clergy beyond the standard. It is understood that under individual circumstances and conditions, internal adjustments in the compensation package may be negotiated.

CASH SALARY & HOUSING ALLOWANCE TABLE FOR PART-TIME CLERGY

Years of Service		Part Time	
	1/4 Time	Half Time	3/4 Time
0	$19,123	$38,246	$57,368
5	$19,982	$39,964	$59,947
10	$20,963	$41,925	$62,888
15	$21,991	$43,982	$65,974
20	$23,091	$46,181	$69,272
25	$24,245	$48,491	$72,736

2. **BE IT FURTHER RESOLVED** that the Church Pension Fund assessment will be paid by the congregation;
3. **BE IT FURTHER RESOLVED** that $50,000 group life will be paid by the congregation;
4. **BE IT FURTHER RESOLVED** that the medical coverage for clergy comply with Diocesan Resolution A-172;
5. **BE IT FURTHER RESOLVED** that a standard of ten days per calendar year and $500 will be provided for continuing education;
6. **BE IT FURTHER RESOLVED** that the standard auto allowance will be $2,000 per year;
7. **BE IT FURTHER RESOLVED** that all parishes and missions encourage their full-time clergy to set aside the equivalent of two days each week for personal time, 24 hours of which must be consecutive;
8. **BE IT FURTHER RESOLVED** that all parishes and missions be strongly encouraged to provide dental insurance for clergy and eligible dependents, or be assured they already have such coverage;
9. **BE IT FURTHER RESOLVED** that the Clergy in Charge shall accrue two weeks of sabbatical time for each year of service;
10. **BE IT FURTHER RESOLVED** that all parishes and missions be encouraged to reimburse deacons and non-stipendiary clergy for reasonable expenses incurred in connection with continuing education and diocesan clergy retreats, including mileage, professional memberships, and publications. (See also requirement in Title III Canon III.2 Sec 4 of the Constitution and Canons of the Episcopal Church in the Diocese of Missouri); and
11. **BE IT FURTHER RESOLVED** that all active vocational deacons shall receive compensation from the congregation and/or diocese in an amount sufficient to enable them to participate in programs offered by the Church Pension Fund.

Rationale

The recommendation for 2027 reflects a 3% increase. The Bureau of Labor Statistics, Consumer Price Index-Midwest Urban Consumers reflects a cost-of-living increase of 3.6%.

Current Salary Range for Full-Time Solo or Senior Clergy in the Diocese of Missouri

ASA	Low	Median	High	Average	Average Years
0-75	$69,186	$79,086	$96,146	$80,876	14
76-175	$80,000	$119,620	$131,333	$115,085	15
176+	$190,415	$203,886	$217,317	$203,866	36

A-172 Implementation of Health Plan

1. BE IT RESOLVED that this 172nd Convention of the Episcopal Diocese of Missouri require Congregations within the Episcopal Diocese of Missouri and the Offices of the Bishop to pay 100% of the cost of individual health insurance coverage (selected from the offerings included in the Denominational Health Plan and administered by the Episcopal Church Medical Trust) for all lay and ordained employees working 1,500 or more hours annually, in accordance with Title I, Canon 8 of the Episcopal Church and to be implemented no later than January 1, 2013;

2. BE IT FURTHER RESOLVED that Lay and ordained employees of the Episcopal Diocese of Missouri and the Offices of the Bishop eligible for required individual health insurance coverage under Section 1 of this resolution may elect not to participate in the Denominational Health Plan if they have access to coverage through other approved sources, e.g. Medicare, Tricare, a former employer, or a spouse's or domestic partner's health insurance plan;

3. BE IT FURTHER RESOLVED that Congregations within the Episcopal Diocese of Missouri and the Offices of the Bishop shall not reduce existing coverage or increase the cost of existing coverage to employees to comply with A177 or this resolution;

4. BE IT FURTHER RESOLVED that benefit design and premium support parity is required within each congregation of the Episcopal Diocese of Missouri and the Offices of the Bishop in the provision of health insurance coverage for lay and ordained employees;

5. BE IT FURTHER RESOLVED each congregation and the Offices of the Bishop may impose a monthly premium surcharge or incentive to lay and ordained employees who elect coverage for a spouse, domestic partner, or dependent who is eligible for comparable employer-sponsored health insurance (other than the Denominational Health Plan) through an alternate source;

6. BE IT FURTHER RESOLVED that Congregations within the Episcopal Diocese of Missouri and the Offices of the Bishop are encouraged, if financially possible, to exceed the minimum standard of health insurance coverage for their lay and ordained employees; and

7. BE IT FURTHER RESOLVED that schools, day care facilities and other congregational and diocesan institutions, regardless of the independence of their incorporation or tax status, are encouraged to adopt the principles articulated in this resolution.

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