

PROPOSED RESOLUTION #1 (DRAFT)

RE: Clergy Compensation for 2019

SUBMITTED BY: The Diocesan Compensation Committee

CONTACT PERSON: Peter Bickford, Chair, (207)-583-5797 pmbick@myfairpoint.net

1 RESOLVED that the minimum compensation for a presbyter in full time service,
2 consisting of Cash Stipend, Self Employment Tax reimbursement, and Housing and
3 Utilities Allowance (“Total Clergy Compensation”) is to be the midpoint between the
4 average classroom teacher and the average administrator (not including
5 superintendents) salaries in each community the church is in as published in 2015 by the
6 Maine Department of Education increased by the 1.0 percent rise in the Consumer Price
7 Index for All Urban Consumers (“CPI-U”) for the twelve months ending July 2016, further
8 increased by the 0.7 percent rise in the CPI-U for the twelve months ending July 2017,
9 and further increased by the 2.9 percent rise in the CPI-U for the twelve months ending
10 July 2018. Such base amounts for 2019 are set forth in attached Table 1; and be it
11 further

12 RESOLVED that it is recommended presbyters be compensated above the required
13 minimum taking into account such things as years of ordained service in ministry, merit,
14 experience, and other relevant factors, and be it further

15 RESOLVED that the guidelines for minimum compensation for supply clergy be as
16 follows:

17 One Sunday Service \$150.00

18 Two Sunday Services \$200.00

19 Other Liturgical Services \$85.00

- 20 Pastoral or other assigned responsibilities \$85.00 per unit*
- 21 * = a unit is a morning, afternoon or evening
- 22 Expenses are reimbursed at cost for meals, lodging, telephone, etc., and at the IRS
- 23 maximum approved rate for mileage, which can be found on the Diocesan web site.

EXPLANATION:

The base salary for churches in Maine is the minimum the Diocese office will approve for a Letter of Agreement (“LOA”) between a Vestry or Bishop’s Committee and its presbyter. It is also important to recognize that the LOA with a parish’s or mission’s presbyter is a one-time thing, the starting point in a longer multi-year relationship.

This resolution continues the existing formula for base salaries based on 2015 Maine Department of Education data, with a cost of living increases based on the Consumer Price Index. But the Diocese of Maine’s Compensation Committee recognizes the limitations of this methodology, especially the difficulty in keeping the data up to date. The Committee is working on a new process to determine the salary base.

During the next year, the Committee will present to the Diocese a process utilizing the geographic differences around the Diocese, the average attendance of congregations, and the annual income of congregations. The new process may also include a means of recognizing experience by using a step method for a presbyter’s years of service. We ask for your constructive input to help bring a new, workable clergy compensation formula to Diocesan Convention in 2019.

The Committee also requests that the Bishop of Maine appoint no less than two clergy persons to this Committee.

- 1. Setting the minimum this way ties it to the local socio-economic status of the county in which the church is in.*
- 2. The size/type of the congregation is not considered since an unintended consequence of that method is to monetarily value the work of a presbyter in a large congregation more than that of one in a small congregation.*
- 3. While no set increase for years of service or merit is provided, this Resolution still recommends that these factors be considered when determining the presbyter’s compensation beyond the minimum level. The 2011 Compensation Handbook for the Diocese of Maine contains a discussion of these factors and suggestions for implementing them.*
- 4. Please see attached Table 1 for the minimum salary allowed for a full-time presbyter in each congregation as calculated with the latest data available from the Maine Department of Education (2015), as adjusted for the year by year change in the Consumer Price Index for all Urban Consumers (August 2015 through July 2016, August 2016 through July 2017, and August 2017 through July 2018), noting that “administrators” include all administrators except superintendents. Remembering that these are minimums, no adjustments are recommended in these numbers for a “lag” in the data.*

5. This resolution does not change existing Letters of Agreement which are still in effect.

6. The formula for calculating the Self Employment Tax as well as the formula for calculating the value of provided housing as part of Total Clergy Compensation can be found in the 2011 Compensation Handbook for the Diocese of Maine.

7. The Diocese of Maine is canonically required to bring forth a resolution to Convention outlining clergy compensation for the coming year.