

The Diocese of West Missouri

2024 Minimum Clergy Compensation

FULL-TIME CLERGY

SALARY & HOUSING (5% increase over 2023)

Years of Service	Priest	Rector or Priest-in-Charge
0-2	\$54,141	\$60,900
3-5	\$57,750	\$63,000
6-9	\$59,193	\$65,100
10-14	\$63,000	\$69,100
15+	\$65,100	\$73,100

These clergy salary **minimums** apply to full-time, ordained clergy. Only the Bishop may waive the minimum compensation requirements and only for a defined period of time.

Parishes and congregations (for the sake of honoring the trust and commitment of parochial clergy) are asked to work diligently toward achieving and exceeding stated minimums. For churches desiring to compensate above stated minimums, we commend the following suggested increases:

- Rectors and Priests-in-Charge of churches in the following size-categories based on the Average Sunday Attendance listed on the latest parochial report:
 - Family (0-75) +0
 - Pastoral (75-140) +\$10,000
 - Transitional (140-225) +\$20,000
 - Program (225+) +\$30,000
- Assisting Clerics: A salary increase of 10-20% when supervising paid ministry/program staff

If a congregation is having difficulty meeting the clergy compensation minimum as outlined in this document, the leadership of the congregation is asked to contact the Bishop. The Bishop will work with the congregation, with the help of the Stewardship Committee and the Missioner for Transitions and Congregational Development, to determine the best way forward, a ramp-up period, to meet the diocesan minimums for clergy compensation.

We encourage churches to consider an annual percentage increase of 2-5% to be viable and competitive in the marketplace as part of the requisite Mutual Ministry Review.

When clergy housing is provided, the minimum stipend and housing total can be reduced by the fair rental value and estimated cost of utilities provided.

Matters regarding honoraria for weddings, funerals, counseling, etc., must be defined in each Letter of Agreement.

BENEFITS

THE PARISH OR CONGREGATION MUST PROVIDE:

- Medical Insurance at the single CDHP20 plan rate (\$1051 per month for 2024) plus an annualized \$1,000 HSA contribution (if a CDHP is selected)
- Time Away:
 - Vacation: four weeks annually (including 4 Sundays)
 - Continuing Education: up to 10 days (can include 1 Sunday)
- 18% clergy pension contribution (which also provides short-term disability, long-term disability, life, and accidental death & dismemberment insurances)
 - The clergy pension contribution is not required if the cleric is retired and receiving pension income
- Sabbatical: Two weeks per year in the same parish, available after 6 years
- Minimum Continuing Education Allowance: \$350 annually

BENEFITS COMMENDED FOR NEGOTIATION:

- Medical, dental, and life insurances for spouse and/or children
- A 403(b) plan (this can be used to help offset loss of equity if clergy housing is provided)
- SECA contribution at 7.65% (note: this amount is subject to 18% pension)

THE DIOCESE PROVIDES:

- \$50,000 Group Life Insurance for Eligible Active clergy employed at least 20 hours per week
- \$3000 Group Life Insurance for Eligible Retired clergy

PART-TIME CLERGY

These salary minimums are calculated based on the full-time Rector or Priest-in-Charge category above.

SALARY & HOUSING

Years of Service	¼ Time	½ time*	¾ time*
0-2	\$15,225	\$30,450	\$45,675
3-5	\$15,750	\$31,500	\$47,250
6-9	\$16,275	\$32,550	\$48,825
10-14	\$17,275	\$34,550	\$51,825
15+	\$18,275	\$36,550	\$54,825

**If medical insurance is needed/desired, it becomes available at 1,000 hours and is at the employee's expense. At 1,500 hours, medical insurance becomes employer-paid per diocesan plans and guidelines.*

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It is important to consider the maximum amount of compensation a retired cleric under the age of 72 can earn so not to affect pension payments. In 2023, the maximum was \$42,850.

SUPPLY CLERGY

This information is relevant in the case of a cleric who serves only to lead liturgies and has no other leadership, pastoral, and/or administrative responsibilities. These amounts are recommended **minimums**.

- 1 Service without Sermon provided by supply clergy: \$85.00
- 1 Service with Sermon: \$150.00 (was \$125 in 2023)
- 2 services without Sermon provided by supply clergy: \$100.00
- 2 services with Sermon: \$175.00 (was \$150 in 2023)

Mileage reimbursement for supply clergy will be paid at the current IRS business rate (found at www.irs.gov). Lodging and meals will be reimbursed or provided as required.

GENERAL INFORMATION

CLERGY PENSION ELIGIBILITY (UPDATED 2018)

In order to comply with the rules of the Church Pension Group, pension contributions must begin once a cleric is scheduled to be “regularly employed” for 5+ consecutive months and compensated. Regularly Employed is defined as **meeting one or more** of the following:

- Having a Letter of Agreement (contract of employment)
- Duly called by a Bishop, Vestry, or Rector
- Having a formal title indicating substantial, ongoing relationship

- Being issued Form W-2
- Being scheduled to work 20+ hours per week

An exception for Short-term Service-Participation is available with approval of the Bishop if there is a Letter of Agreement directing the payment of assessments for services of less than 5 months.

HOUSING ALLOWANCES

Per IRS guidelines, housing and self-employment tax allowances can be designated by the cleric. The IRS will only recognize these allowance designations if they are made part of the Vestry's or Bishop's Committee's meeting minutes before tax benefits begin.

REIMBURSIBLE EXPENSES

Expenses for continuing education, conference fees and travel, convention expenses, etc., are reimbursable business expenses in addition to the compensation figures above. Limits on such reimbursements should be stipulated in the Letter of Agreement. Mileage reimbursements will be paid at the IRS business rate (found at www.irs.gov).

SHARING A PRIEST

When a priest's ministry is shared between 2 or more churches, a written agreement on how the cost of compensation and benefits will be divided must be approved by all Vestries and/or Bishop's Committees (whichever is applicable), as well as the Bishop.

RESOURCES & ASSISTANCE

For additional information, visit www.cpg.org and www.diowestmo.org. For assistance, contact the diocesan Human Resource Administrator, Elaine Gilligan, at hr-finasst@diowestmo.org, 816-648-0734 (office), or 816-547-9091 (cell).