



Episcopal Diocese of the Central Gulf Coast

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MEMORANDUM TO: All Active Clergy, Senior Wardens and Treasurers
FROM: Vince Currie, Diocesan Administrator
REFERENCE: Clergy and other Employee Compensation Matters

The Standing Committee is recommending, that for 2010, the initial minimum compensation schedule for clergy with 0 - 4 years experience remain as follows:

<u>Years of Service in Episcopal Ministry</u>	<u>Minimum Annual Salary: Deacon or Priest</u>
0	\$50,712
1	\$51,636
2	\$52,584
3	\$54,480
4	\$55,884

These minimums include a housing allowance to fit the individual's circumstances. They do not include travel. Business travel is reimbursed at the IRS allowance (currently 55 cents per mile). Clergy are also to be included in the Church Pension Fund and provided at least 85% of the cost of their group medical insurance. If interested, more than one medical insurance plans are available to clergy and church employees. Your church also pays the premium for a group life insurance policy on clergy. Dental and/or short-term disability insurance are at the negotiated options of the parties.

There is no cost-of-living increase recommended for Social Security for 2010. This is the reason the Standing Committee left the minimum compensation schedule the same as 2009. However, the Standing Committee recommends strongly that clergy and staff compensation should be based on the local circumstances, not just on the minimum requirement; merit should be recognized! If appropriate and affordable, congregations are encouraged to give their clergy and staff compensation increases for merit!

The pay for supply clergy will remain the same in 2010, \$175 for one service and \$200 for two services on the same Sunday, plus the IRS allowable rate for automobile mileage reimbursement.

If your employees stay on the current plan, the group medical insurance premiums for Diocesan participants will be \$548 for single coverage and \$1,260 for family.

The estimated property/casualty insurance premiums for 2009 should increase around +6%, depending on proximity to the water.

If you have any questions about any of this information, please do not hesitate to give me a call. Thank you.

VCjr/cmck