



## Minimum Clergy Salary Guidelines

The attached "Salary Schedule" lists suggested **minimum** clergy salaries that vary by the number of years of experience for the priest and by the size of the parish. The parish size is defined by a "range" number using statistics from the annual Parochial Report. The procedure below explains how to start:

- Calculate a **Range** number for the congregation using statistics in the most recent Parochial Report by adding the following numbers:
  - ▶  $-.25 \times$  average Sunday attendance from Parochial Report Vital Statistics.
  - ▶  $-.25 \times$  the number of pledging units
  - ▶  $-.5 \times 1/1000^{\text{th}}$  the sum of "Total Expenses" less "Capital Improvements."
- Refer to "Range Chart" on the attached "Suggested Salary Schedule" and assign a Range letter for the congregation based on the numerical value calculated above.
- Refer to the current **Minimum Salary Chart** for the suggested salary. Note that it is the **Pension Based Salary**, sometimes referred to as the **SHU** (the total of base Salary or Stipend, plus Housing, Utilities, and self employment tax) for the calculated range and the priest's years of experience, using the following guidelines:
  - The Salary Chart applies to **full time priests**. Apply an appropriate ratio for *part time* work.
  - The Pension Based Salary for a **full time assistant** while in a **training position** should be in accord with range B and will be paid at the "Entry" level of range B when ordained Priest.
  - The Pension Based Salary for experienced **Full time Assistant/Associate Priests** will be paid one level below their parish range.
  - Parishes should reduce the Pension Based Salary by 30 % when church owned housing is provided and additionally by the amount provided or actual costs for utilities.
- **The Diocesan Personnel Committee in accord with BLS statistics will adjust the Salary Chart annually.**

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## 2009 Minimum Salary Schedule

(includes Base Salary, housing, utilities, SE tax)

Refer to "Clergy Minimum Salary Guidelines" dated 8/25/01 for instructions on how to use this chart

	Years of Experience									
	1	2	3	4	5	6	7	8	9	10
Diaconate	\$40,330									
Range B	\$45,885	\$47,005	\$48,124	\$49,243	\$50,362	\$51,481	\$52,600	\$53,720	\$54,839	\$55,958
Range C	\$50,461	\$51,719	\$52,977	\$54,236	\$55,494	\$56,752	\$58,010	\$59,268	\$60,526	\$61,784
Range D	\$55,049	\$56,391	\$57,734	\$59,076	\$60,419	\$61,762	\$63,104	\$64,447	\$65,790	\$67,132
Range E	\$60,553	\$62,037	\$63,521	\$65,005	\$66,489	\$67,973	\$69,457	\$70,941	\$72,425	\$73,909
Range F	\$66,516	\$68,139	\$69,761	\$71,383	\$73,006	\$74,628	\$76,250	\$77,873	\$79,495	\$81,118
Range G	\$72,481	\$74,248	\$76,016	\$77,784	\$79,552	\$81,319	\$83,087	\$84,855	\$86,623	\$88,391
Diocesan										

	Years of Experience									
	11	12	13	14	15	16	17	18	19	20
Range B	\$56,765	\$57,884	\$59,003	\$60,122	\$61,241	\$62,361	\$63,480	\$64,599	\$65,718	\$66,837
Range C	\$63,043	\$64,301	\$65,559	\$66,817	\$68,075	\$69,333	\$70,591	\$71,850	\$73,108	\$74,366
Range D	\$68,475	\$69,818	\$71,160	\$72,503	\$73,846	\$75,188	\$76,531	\$77,874	\$79,216	\$80,559
Range E	\$75,393	\$76,877	\$78,361	\$79,845	\$81,329	\$82,813	\$84,297	\$85,781	\$87,265	\$88,749
Range F	\$82,740	\$84,362	\$85,985	\$87,607	\$89,229	\$90,852	\$92,474	\$94,096	\$95,719	\$97,341
Range G	\$90,158	\$91,926	\$93,694	\$95,462	\$97,230	\$98,997	\$100,765	\$102,533	\$104,301	\$106,068
Diocesan										\$131,735

Increase From 2008	
Cost of Living:	4.50%
Range Movement:	0.00%

For each year over 20 years, ADD:	
Range	Amount
B	\$900.00
C	\$1,000.00
D	\$1,140.00
E	\$1,150.00
F	\$1,250.00
G	\$1,275.00
Diocesan	\$1,800.00

Salary Range Chart	
Range	Value
B	0 - 74.9
C	75 - 124.9
D	125 - 199.9
E	200 - 299.9
F	300 - 449.9
G	450 up

## 2009 Clergy Salary Range Chart

Parish Name	City	Pledge Cards	Sunday Attendance	Capital Improvements	Expenses	Expenses-Improvements	Range Value	Range
St Thomas	Abingdon	70	83	\$0.00	\$323,953.00	\$323,953.00	200.2	E
St Peters	Altavista	11	32	\$88,459.00	\$153,259.00	\$64,800.00	43.2	B
Ascension	Amherst	21	31	\$4,657.00	\$75,016.00	\$70,359.00	48.2	B
St Pauls	Amherst	13	20	\$2,907.00	\$41,593.00	\$38,686.00	27.6	B
Peace in the Valley Nellysford	Arrington	4	4	\$0.00	\$6,770.00	\$6,770.00	5.4	B
Trinity	Arrington	22	34	\$0.00	\$50,590.00	\$50,590.00	39.3	B
St Johns	Bedford	97	117	\$5,640.00	\$305,786.00	\$300,146.00	203.6	E
St Thomas	Bedford	12	26	\$0.00	\$24,658.00	\$24,658.00	21.8	B
Christ	Big Stone Gap	10	20	\$0.00	\$32,057.00	\$32,057.00	23.5	B
Christ	Blacksburg	124	155	\$0.00	\$404,465.00	\$404,465.00	272.0	E
Good Shepherd	Blue Grass	19	19	\$3,224.00	\$32,700.00	\$29,476.00	24.2	B
St Marys	Bluefield	0	31	\$32,655.00	\$82,995.00	\$50,340.00	32.9	B
Emmanuel	Bristol	92	105	\$64,164.00	\$368,408.00	\$304,244.00	201.4	E
Trinity	Buchanan	15	25	\$13,500.00	\$74,358.00	\$60,858.00	40.4	B
Christ	Buena Vista	11	22	\$8,189.00	\$30,903.00	\$22,714.00	19.6	B
St Peters	Callaway	34	50	\$5,825.00	\$77,375.00	\$71,550.00	56.8	B
St Thomas	Christiansburg	52	70	\$14,229.00	\$172,797.00	\$158,568.00	109.8	C
St Marks	Clifford	27	29	\$0.00	\$39,359.00	\$39,359.00	33.7	B
St Andrews	Clifton Forge	0	14	\$0.00	\$25,416.00	\$25,416.00	16.2	B
Emmanuel	Covington	30	56	\$0.00	\$79,158.00	\$79,158.00	61.1	B
St Marks	Fincastle	47	72	\$36,737.00	\$174,751.00	\$138,014.00	98.8	C
St Stephens	Forest	49	103	\$1,554.00	\$197,633.00	\$196,079.00	136.0	D
Good Shepherd	Galax	33	41	\$6,992.00	\$48,396.00	\$41,404.00	39.2	B
St Johns	Glasgow	9	19	\$8,964.00	\$28,672.00	\$19,708.00	16.9	B
St Lukes	Hot Springs	20	40	\$0.00	\$105,024.00	\$105,024.00	67.5	B
R E Lee Memorial	Lexington	183	244	\$346,736.00	\$918,998.00	\$572,262.00	392.9	F
Grace Memorial	Lynchburg	66	76	\$26,534.00	\$205,612.00	\$179,078.00	125.0	D
St Barnabas	Lynchburg	29	30	\$10,000.00	\$77,450.00	\$67,450.00	48.5	B
St Johns	Lynchburg	270	380	\$159,393.00	\$1,291,471.00	\$1,132,078.00	728.5	G
St Pauls	Lynchburg	170	204	\$35,086.00	\$580,877.00	\$545,791.00	366.4	F
Trinity	Lynchburg	33	55	\$0.00	\$81,503.00	\$81,503.00	62.8	B
Christ	Marion	25	54	\$26,109.00	\$70,547.00	\$44,438.00	42.0	B
Christ	Martinsville	113	106	\$0.00	\$398,197.00	\$398,197.00	253.8	E
St Pauls	Martinsville	0		\$0.00	\$0.00	\$0.00	0.0	B
Grace	Massies Mill	0	26	\$0.00	\$65,943.00	\$65,943.00	39.5	B
Trinity	Moneta	188	335	\$120,868.00	\$582,211.00	\$461,343.00	361.4	F
All Saints	Norton	25	34	\$3,562.00	\$5,662.00	\$2,100.00	15.8	B
Christ	Pearisburg	18	41	\$0.00	\$31,112.00	\$31,112.00	30.3	B
St Lukes	Pedlar Mills	0	6	\$190.00	\$4,305.00	\$4,115.00	3.6	B
Christ	Pocahontas	0	10	\$0.00	\$6,465.00	\$6,465.00	5.7	B
Christ	Pulaski	31	29	\$16,203.00	\$121,166.00	\$104,963.00	67.5	B
Grace	Radford	38	67	\$0.00	\$183,770.00	\$183,770.00	118.1	C
Trinity	Richlands	0	12	\$0.00	\$4,786.00	\$4,786.00	5.4	B
Christ	Roanoke	150	171	\$14,011.00	\$517,725.00	\$503,714.00	332.1	F
St Elizabeths	Roanoke	54	55	\$488.00	\$152,921.00	\$152,433.00	103.5	C
St James	Roanoke	80	100	\$9,978.00	\$173,523.00	\$163,545.00	126.8	D
St John	Roanoke	352	317	\$468,058.00	\$1,578,784.00	\$1,110,726.00	722.6	G
Trinity	Rocky Mount	46	63	\$16,425.00	\$177,680.00	\$161,255.00	107.9	C
St Pauls	Salem	184	187	\$86,989.00	\$506,062.00	\$419,073.00	302.3	F
St Pauls	Saltville	0	7	\$0.00	\$1,818.00	\$1,818.00	2.7	B
St Marks	St Paul	12	19	\$0.00	\$29,701.00	\$29,701.00	22.6	B
Emmanuel	Staunton	78	99	\$10,458.00	\$177,607.00	\$167,149.00	127.8	D
Good Shepherd	Staunton	0	22	\$22,956.00	\$37,259.00	\$14,303.00	12.7	B
Trinity	Staunton	233	242	\$241,010.00	\$782,547.00	\$541,537.00	389.5	F
Stras Memorial	Tazewell	0	28	\$0.00	\$70,639.00	\$70,639.00	42.3	B
St Johns	Waynesboro	85	115	\$6,496.00	\$310,018.00	\$303,522.00	201.8	E
St Johns	Wytheville	67	81	\$0.00	\$169,762.00	\$169,762.00	121.9	C