Episcopal Diocese *of* Washington — Diócesis Episcopal *de* Washington

2026 CASH SALARY GUIDELINES FOR CLERGY with 3% increase

Diocesan Council approved a 3% increase in salaries and wages for 2025.

Additional pay, either added to base salary or a one-time payment, is encouraged for recognition of excellent performance.

This table contains the recommended cash salary, exclusive of the parish contribution towards the self employment tax and cash for housing if not provided by the parish. Diocesan Council encourages parish leadership to offer at least a 3% increase in response to the growing cost of consumer goods. In establishing the proper level of clergy compensation, the cost of housing should be considered. This value varies across the Diocese.

The left column references years in ordained ministry.

	A	B	C	D	E	F
Deacon	51,946					
1	53,243	58,036	63,257	68,952	75,157	81,924
2	54,622	59,486	64,840	70,674	77,037	83,970
3	55,943	60,974	66,459	72,442	79,751	86,067
4		62,500	68,122	74,323	80,936	88,223
5		64,062	69,823	76,107	83,065	90,429
6		66,240	72,195	78,695	85,866	94,289
7		68,419	74,571	81,282	88,667	98,151
8		70,596	76,946	83,872	91,466	102,011
9		72,774	79,321	86,459	94,267	105,875
10		74,953	81,697	89,048	97,069	109,735
11		77,501	84,471	92,076	100,368	112,545
12		79,492	87,250	95,101	103,667	115,357
13		82,594	90,025	98,129	106,968	118,164
14		85,141	92,806	101,155	110,268	120,975
15		87,689	95,582	104,182	113,568	123,784
16		90,673	98,833	107,726	117,429	127,993
17		93,657	102,081	111,267	121,291	132,202
18		96,641	105,333	114,810	125,151	136,409
19		99,624	108,582	118,351	129,014	140,621

20		102,608	111,832	121,895	132,876	144,830
21		105,511	115,635	126,039	137,394	149,753
22		108,417	119,438	130,185	141,910	154,676
23		111,322	123,240	134,332	146,429	159,603
24		114,229	127,041	138,475	150,945	164,527
25		117,134	130,845	142,619	155,464	169,448

NOTES: Recommendations for Assistants and Associates are italicized below.

Column A: Clergy with no more than three years of experience. *For Assistants or Associates* with more than three years of experience, see footnote below.

Column B: Rectors of congregations with incomes of less than $129,000, and *Associates/Assistants* * to Rectors from parishes in Column C.

Column C: Rectors of congregations with incomes of $129,000 to $258,000 and *Associates/Assistants* * to Rectors from parishes in Column D.

Column D: Rectors of congregations with incomes of $258,000 to $420,000 and *Associates/Assistants* * to Rectors from parishes in Column E and F.

Column E: Rectors of congregations with incomes between $420,000 and $840,000.

Column F: Rectors of congregations with incomes over $840,000.

***** The title “Associate Rector” often is employed by parishes to denote an assisting clergy person who is charged with substantial levels of parish-wide responsibility. Often this person has supervisory responsibility for professional staff. Salary for such a position normally exceeds that of Assistants and should be negotiated with the Rector and Vestry.