

## 2023 CASH SALARY GUIDELINES FOR CLERGY with 4% increase

Diocesan Council approved a 3.5% increase in salaries and wages for 2023.

*The Council encourages a 4% increase if possible.*

**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 3.5% increase in response to the growing cost of consumer goods. Additional pay, either added to base salary or a one-time payment, is encouraged for recognition of excellent performance.

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
<b>Deacon</b>	47,539					
<b>1</b>	48,726	53,113	57,891	63,103	68,781	74,974
<b>2</b>	49,988	54,439	59,339	64,679	70,501	76,846
<b>3</b>	51,197	55,801	60,821	66,296	72,985	78,765
<b>4</b>		57,198	62,343	68,017	74,070	80,738
<b>5</b>		58,627	63,899	69,650	76,018	82,757
<b>6</b>		60,621	66,070	72,019	78,581	86,290
<b>7</b>		62,614	68,245	74,387	81,144	89,824
<b>8</b>		64,607	70,418	76,756	83,706	93,357
<b>9</b>		66,600	72,592	79,124	86,269	96,893
<b>10</b>		68,594	74,766	81,493	88,834	100,426
<b>11</b>		70,926	77,305	84,264	91,853	102,997
<b>12</b>		73,257	79,848	87,033	94,873	105,570
<b>13</b>		75,587	82,388	89,804	97,893	108,139
<b>14</b>		77,918	84,933	92,574	100,913	110,711
<b>15</b>		80,250	87,473	95,344	103,933	113,283
<b>16</b>		82,981	90,448	98,587	107,467	117,134
<b>17</b>		85,711	93,421	101,827	111,001	120,986
<b>18</b>		88,442	96,397	105,070	114,534	124,837
<b>19</b>		91,172	99,370	108,311	118,069	128,691
<b>20</b>		93,903	102,345	111,554	121,603	132,543
<b>21</b>		96,560	105,825	115,346	125,738	137,048
<b>22</b>		99,219	109,305	119,140	129,871	141,554
<b>23</b>		101,878	112,784	122,935	134,006	146,062
<b>24</b>		104,538	116,263	126,727	138,140	150,569
<b>25</b>		107,196	119,745	130,520	142,275	155,073

**NOTES:** Recommendations for Assistants and Associates are italicized.

**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.