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| Effective Date – January 1, 2019                     |
| Source – Human Resources VSST                        |
| Committee - Diocesan Council (Approved October 2018) |

## 2019 Minimum Stipend Scale

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**The stipends listed in this Scale are a minimum only.**

*Only Parishes that are:*

- (1) *paying all Diocesan Allotments and Assessments in full, and are*
- (2) *not in receipt of a Diocesan Grant,*

*are permitted to pay above these minimums (by Resolution of Synod).\**

**2019 Clergy Minimum Stipend Scale is as follows:**

| <b>Years of Service</b> | <b>Minimum</b> |
|-------------------------|----------------|
| <b>Base Year</b>        | <b>31,306</b>  |
| <b>Year 1</b>           | <b>31,306</b>  |
| <b>Year 2</b>           | <b>32,105</b>  |
| <b>Year 3</b>           | <b>32,908</b>  |
| <b>Year 4</b>           | <b>33,710</b>  |
| <b>Year 5</b>           | <b>34,513</b>  |
| <b>Year 6</b>           | <b>35,318</b>  |
| <b>Year 7</b>           | <b>36,119</b>  |
| <b>Year 8</b>           | <b>36,919</b>  |
| <b>Year 9</b>           | <b>37,724</b>  |
| <b>Year 10</b>          | <b>38,525</b>  |
| <b>Year 11</b>          | <b>39,329</b>  |
| <b>Year 12</b>          | <b>40,130</b>  |
| <b>Year 13</b>          | <b>40,933</b>  |
| <b>Year 14</b>          | <b>41,735</b>  |
| <b>Year 15</b>          | <b>42,538</b>  |
| <b>Year 16</b>          | <b>43,340</b>  |

The “Base Year” is the calendar year that a priest enters the ministry for the first time. “Year 1” begins on the following January 1<sup>st</sup>.

“Years of Service” will mean years of service in Parish ministry or some affiliated Church sponsored service such as Chaplaincies or National Staff.

Credit for years of affiliated ministry may be granted upon approval by the Bishop.

\*Parishes may pay their clergy above the listed minimums (if they meet the above two conditions) but may not reduce the stipend if it is above the minimum listed for the appropriate years of service.

When two members of the clergy are married to each other, the salary compensation package for each shall consist of stipend plus housing (either a rectory or a housing allowance). (*See Housing Policy 2.2.11.*)