

Resolution Concerning Priest's and Assistant's Compensation

Whereas, the Total Ministry Committee of the Diocese of Upper South Carolina's Coordinating Commission on Ministry surveyed the five adjacent dioceses in 2002 and consulted the 2001 Clergy Compensation Report for the Church Pension Fund; and

Whereas, all current standards of congregational comparison are according to the Alban Institute's "topology of congregational size," wherein the Average Sunday Attendance (ASA) is the norm for measurement

Size and Typology	
Average Sunday Attendance (ASA)	Size
3 - 75	Family
76 - 140	Pastoral
141 - 225	Transitional
226 - 400	Program
401+	Resource

And, **Whereas**, it appears that

1. Clergy compensation in the Diocese of Upper South Carolina is on a average below the national average and ranks 5th out of 6 in our immediate cluster of dioceses, and
2. Our clergy make on average 12.5% less than the highest paid group in the Diocese of South Carolina;

Be It Therefore Resolved, that the following compensation table become the initial standard for full time vicars and rectors of the Diocese of Upper South Carolina (Compensation as defined by the Church Pension Fund, i.e. the sum of cash stipend, housing (whether is cash or provided), utilities, and Social Security Allowance.)

Full Time Vicar and Rector Compensation Table	
Size of Congregation	Range of Compensation
Family	\$53,735 - \$68,010
Pastoral	\$68,010 - \$77,927
Transition	\$77,927 - \$92,097
Program	\$92,097 - \$106,266
Resource	\$106,266 +

Be It Further Resolved, that all full time priest associates be compensated according to the following table

Full Time Priest Assistant Compensation Table	
Size of Congregation	Range of Compensation
Pastoral/ Transition	\$63,759 - \$77,928
Program/ Resource	\$70,613 - \$85,013

and that all full time transitional deacons be equitably compensated according to the following recommended minimums:

- Graduating seminarians entering their first call: \$53,841
- Upon ordination to the priesthood: \$56,675 for the next twelve (12) months.

Respectfully submitted by The Total Ministry Committee
July 2003

Updated 11/14/19 for 2020 Compensation