



The Episcopal Diocese of Alaska

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October 27, 2009

Dear Diocesan Clergy, Senior Warden, and Friends in Ministry,

Your Standing Committee has adopted a 2010 adjustment to our current minimums. The 2008 minimum base salary for a full time clergy was \$57,370.00. The new minimum for the year 2010 is \$60,815.00. This represents a 6% increase over the past two years. This figure is inclusive of the compensations itemized to calculate clergy pension contributions. Specifically these are cash salary, social security, utilities, and housing allowances. This does not include other forms of benefits such as medical insurance, pension, etc. Those benefits are calculated in addition to the minimum salary.

Those communities which are served by non-stipendiary (abundance) clergy are also called to express their care and thanks for the service of their clergy. The Standing Committee recognizes that the situation in each of our communities is unique. At the same time we are all called to remember that "the workers deserve their pay." Your Standing Committee challenges each community to establish some minimum form for compensation for the abundance clergy who have served God and your congregation so faithfully.

The formula for calculating the minimum salary for a specific parochial position remains the same. It is as follows.

- **Base Salary**
The minimum for any ordained person in full-time Church employment. \$60,815.00
- **Scope of Job Considerations**
 - 1) Average Sunday attendance from the parochial report of the year immediately preceding.
(Page 2, line 6 of report) _____
 - 2) Total operating revenues from the parochial report of the year immediately proceeding in thousands.
(Page 3, Box B of report) _____
 - Sub total** _____
 - 3) Scope consideration multiplied by the adjustment factor of 40. _____ **X 40** _____
 - Total scope considerations** _____

Total Salary = Base plus Scope considerations. _____

This same formula may be used for part time positions. If a clergy is serving half time the minimum for that position is one-half the Total Salary above. If a community is able to offer a salary, which is a fraction of the above Total Salary, then the position should be considered part time. As an example; if a congregation offers a compensation package of \$30,000.00 for a position who's Total Salary calculates to be \$60,000.00, the position is a 50% position.

It is our hope that these guidelines and explanations are helpful to all of you in your preparation of your 2010 budgets.

Faithfully,

Fr. Bob+

The Rev. Bob Stevens
President of the Standing Committee