

**A RESOLUTION TO ESTABLISH THE STANDARDS FOR CLERGY
COMPENSATION OF FULL-TIME RECTORS AND VICARS IN THE
DIOCESE OF NORTHWEST TEXAS**

Resolved, That for the purposes of this resolution “clergy compensation” shall be defined in accordance with the Church Pension Fund definition to include stipend, utilities, housing allowance, and the Social Security offset.

Resolved, That this clergy compensation policy be adopted by the Diocese of Northwest Texas as guidelines for compensation for full-time rectors and vicars in the Diocese.

The process begins by computing points based upon a congregation’s latest Parochial Report in accordance with the following three tables:

OPERATING REVENUE (From Congregation’s Latest Parochial Report)	
<i>Amount</i>	<i>Points</i>
\$0 - \$50,000	4
\$50,001 - \$100,000	8
\$100,001 - \$200,000	12
\$200,001 - \$400,000	16
\$400,001 +	20

AVERAGE SUNDAY ATTENDANCE (From Congregation’s Latest Parochial Report)	
<i>Attendance</i>	<i>Points</i>
0 - 50	3
51 - 100	6
101 - 150	9
151 - 300	12
301 +	20

NUMBER OF PLEDGING UNITS (From Congregation’s Latest Parochial Report)	
<i>Number</i>	<i>Points</i>
0 - 50	3
51 - 100	6
101 - 150	9
151 - 300	12
301 +	20

The points from these three categories are then added together and the congregation's salary grade is determined from the following table:

SALARY GRADE DETERMINATION	
<i><u>Total Points</u></i>	<i>Salary Grade</i>
0 - 10	A
11 - 20	B
21 - 30	C
31 - 40	D
41 +	E

The Salary Grade is then matched with the clergy person's years of ordained service to compute the minimum compensation level.

MINIMUM COMPENSATION LEVELS				
<i><u>Salary Grade</u></i>	<i>Years of Ordained Service</i>			
	<u>0 – 2 Years</u>	<u>3 – 5 Years</u>	<u>6 – 9 Years</u>	<u>10 + Years</u>
A	\$37,335	\$39,202	\$40,574	\$41,588
B	\$42,935	\$45,082	\$46,660	\$47,826
C	\$49,375	\$51,844	\$53,659	\$55,000
D	\$56,782	\$59,621	\$61,707	\$63,250
E	\$65,299	\$68,564	\$70,963	\$72,737

Resolved, That rectors/vicars compensation be reviewed annually by the Vestry/Bishop's Committee.

Resolved, That this policy be reviewed annually by the Diocesan Compensation Committee.

EXPLANATION

The Compensation Committee of the Diocese of Northwest Texas has been commissioned to review compensation of full-time rectors and vicars in the diocese and to provide information and counsel to congregations, clergy, and the Diocese on compensation matters.

Believing that each congregation is responsible to appropriately compensate clergy and the need for clergy compensation to be appropriate in relation to other dioceses, the compensation committee reviewed clergy compensation in dioceses similar to the Diocese of Northwest Texas.

The committee developed a formula to determine minimum clergy compensation. In this formula a salary grade (A, B, C, D, E) is developed for each congregation using a point system based on data reported by the congregation on their Parochial Report, specifically: (a) operating revenue, (b) average Sunday attendance and (c) pledging units. After the salary grade is determined, the next consideration will be the years of ordained service of the clergy person.

A sample chart of the diocesan congregations minimum salary for rectors and vicars based upon 2003 Parochial Reports follows.

