



CLERGY SALARY SCHEDULE FOR 2023

Introduction:

All clergy in parishes must use this system.

The following factors contribute to a cleric's compensation:

- Recognize the value of the total compensation package, including salary, benefits, working conditions, professional development and specialized ministries;
- Recognize differences in parish complexities and career paths;
- Recognize differences in prior experience, education and age of entry;
- Support clergy in professional development and recognize educational achievements.

The following factors are incorporated in the salary calculation:

- Rector/Vicar or Assistant designation
- Ordained experience
- Prior relevant lay experience
- Education
- Congregational 'Average Sunday Attendance' size
- Multi-point parishes
- Specialized ministries

This document is intended to be used as a worksheet, allowing clergy and Church Wardens to work their way through the model and discuss the suggested outcomes. Once consensus is reached, the information is reviewed by the Executive Archdeacon and then sent to the Payroll and Benefits Administrator at the Synod Office before a cleric's information can be entered into the payroll system.

This current version of the compensation model is designed for clergy in parochial ministry. Each day consists of three units of time: 'morning', 'afternoon', and 'evening'. For parochial clergy working less than the full time, where 20% equals two units/day, 40% equals four units/days, etc., the salary will be calculated by applying the respective percentile to the salary range giving the minimum and maximum value.

An example would be for a priest working at 40% time (four units) and who falls in the points range of 400-499 and a salary range of \$62,221 - \$68,822 per annum, the priest's minimum salary range would be 40% or \$24,888 - \$27,258.



Part 1 – About You:

In this part, you gather and include information about yourself, your prior experience, years of ministry, and education.

- a. **Position:** you are allotted “points” based on your current position.

Rector/Vicar 300 points
 Assistant 200 points

- b. **Experience** is valued on an accumulating basis. Occupational experience before ordination is also valued - on a basis where its impact diminishes over the time since ordination.

Prior experience can arise from many different vocations and occupations entirely unrelated to theology. Relevant experience is something which will be subjective – a barista in a coffee shop may not be prior experience, but a schoolteacher may be. In the end, you are to self-evaluate what you believe is the length of your relevant prior experience.

The table below is a composite of the prior experience and the years since ordination and shows the point basis to be allocated. To use the table, circle the number of years of prior experience you had before ordination (the top row of numbers). Next, look down the extreme left-hand column and circle the number of years since ordination, regardless of where it took place. Using the circled numbers, find the intersecting value within the table, which are the points allotted for your combination of prior experience and years of ministry:

		Years Prior Experience									
		0-1	2	3	4	5	6	7	8	9	10
Years Since Ordination	0										
	1	35	35	40	40	45	45	50	50	55	55
	2	40	45	45	45	50	50	50	55	55	60
	3	45	45	50	50	50	55	55	55	60	60
	4	55	55	55	60	60	60	60	60	65	65
	5	60	60	60	65	65	65	65	65	70	70
	6	65	65	65	70	70	70	70	75	75	75
	7	70	70	70	70	75	75	75	75	80	80
	8	75	75	75	75	75	75	80	80	80	80
	9	80	80	80	80	80	80	85	85	85	85
	10	85	85	85	85	85	85	85	90	90	90
11	90	90	90	90	90	90	90	95	95	95	
12	90	90	90	90	90	90	95	95	95	95	
13	95	95	95	95	95	95	95	95	95	95	
14	95	95	95	95	95	95	95	100	100	100	
15	100	100	100	100	100	100	100	100	100	100	
20	105	105	105	105	105	105	105	105	105	105	

c. **Theological Education:** It is recognized that education contributes to your value and so the following points are allotted for various levels of theological education:

EDUCATION	POINTS
Certificate, Diploma	25
Bachelor's level	35
Masters level	50
Doctorate	65

If you hold more than one degree, choose the higher/highest value.

Part 2 – About Your Context - Parish

To recognize the scope, complexity and responsibilities that go with various congregational sizes and compositions.

a. **Congregation Size:** The experience of other dioceses suggests the fairest measurement of size is “Average Sunday Attendance”. If you have a mid-week service that attracts *different worshippers*, they may be added to the Sunday attendance. If essentially the same folks attend the mid-week service, no adjustment is made. If you, for example, provide a monthly service to a seniors’ residence, then the average attendance there, divided by 4 (to convert to weekly) could be added to your home congregation’s attendance. If you have multiple points (locations) in your parish, additional points are also allotted (see b. below).

COUNT	POINTS
<50	50
51-100	55
101-200	60
201-300	65
301-400	70
401-500	80
>500	90

b. **Multiple Parishes:** This part recognizes the extra effort that comes from having multiple parishes and located in different geographic locations.

FACTOR	RECTOR/VICAR	ASSISTANT
2 Parishes	20	0
3 Parishes	40	25
4 Parishes	60	50

Part 3 - Additional Considerations

Specialized Ministry is recognized as being the “extras” that some are assigned. Points are only assigned for specific responsibilities over and above generally accepted expectations of the clergy.

It does not include work for Regional Archdeacons or Regional Deans, as they are separately compensated for this work by the Diocese.

This would include ministries which require additional gifts and/or training in the particular ministry setting, such as:

- Intentional interim ministry (up to 50 points)
- Parish-funded and supported outreach ministry (up to 50 points)
- Regular and ongoing parish-supported chaplaincy to an institution (e.g., hospital, care home, correctional facility, university) (up to 30 points if in connection to parish ministry; if the appointment is exclusive and separate from a parish, then 50 points)

Performance: It was originally envisioned that a performance evaluation model would be constructed which would assign points to the cleric’s salary. In the meantime, a static value of ‘100’ had been inserted as a placeholder. It has since been determined that such a performance-based compensation model is not within our scope to administer. Consequently, the points chart below has been reduced by ‘100’ to reflect the new values against the relevant salary range.

SUMMARY OF PARTS 1 TO 3

Conversion to salary range:

The **minimum** salaries for parish clergy for 2023 were increased by 2.5% from the 2022 scale to reflect the change in cost-of-living allowance.

POINTS		2023 Salary	
Low	High	Minimum	Maximum
300	399	62,221	68,822
400	499	68,823	74,340
500	599	74,341	78,604
600	699	78,605	85,897
700+		85,898	106,749

Salary does not include transportation allowance nor any employment benefits such as employer's contribution towards pension, extended health and dental plans, etc.

Conclusion

If the parish recommends a salary below the minimum value, an explanation must be made to the Executive Archdeacon.

After reviewing this document, complete the attached 2023 Clergy Salary Worksheet and email it back to the Payroll and Benefits Administrator at payroll@vancouver.anglican.ca.