

Worksheet for SALARY CALCULATION – 2025

Please do not send it to the Diocesan Office.

Component 1 – Experience:

			Prior Experience			
Years since ordination		Points	3 – 5 Years	6 – 9 Years	10 or more Years	Points for Experience
Less than 3	Assistant	150	50	75	100	
	Incumbent	200	50	75	100	
3 – 4	Assistant	200	25	50	75	
	Incumbent	250	25	50	75	
5 – 6	Assistant	250	0	25	50	
	Incumbent	300	0	25	50	
7 – 8	Assistant	300	0	0	25	
	Incumbent	350	0	0	25	
9 or more		400	0	0	0	

Component 2 – Size of Congregation:

Average Sunday Attendance	Incumbent	Assistant	Points
20 or less	50	0	
21 to 45	100	0	
46 to 75	150	50	
76 to 110	200	75	
111 to 150	250	100	
151 or more	300	125	

Component 3 – Other variables:

Factor	Incumbent	Assistant	Points
Rural parish – 1 congregation	25	0	
Rural parish – 2 congregations	50	0	
Rural parish – 3 congregations	75	25	
Rural parish – 4 congregations	100	50	
Specialized Ministry	0 – 50		
Total			

Calculation of Total Points:

Points Assigned	
Experience	
Size of Congregation	
Base Points	

Points Assigned	
Other Variables	
Additional Points	

Salary Ranges:

<u>Base Points</u>	Minimum	Midpoint	High
350 or less	59,365	68,265	77,178
351 to 450	66,037	75,939	85,843
451 to 550	72,722	83,630	94,536
551 to 650	77,164	88,746	100,313
651 or more	79,393	91,305	103,216

Individual Target Salary Information:

Current Target: _____

Current Salary: _____

Recommended New Salary: _____