

RESOLUTION \_\_\_\_\_: Sunday Supply Clergy Fees

Proposer: Task Force on Human Resources Policy  
(Bishop Chilton Knudsen, staff to the Task Force)  
Bishops' Offices, Diocese of New York  
212-932-7324

Resolved: [13]

That the 237<sup>th</sup> Convention of the Episcopal Diocese of New York set the minimum fees for Sunday supply clergy as follows:

\$180 for one service, plus travel expenses at the IRS rate  
\$270 for two services, plus travel expenses at the IRS rate  
\$100 for a week-day service

and furthermore be it resolved:

Resolved: [14]

That ministry in addition to the Sunday or week-day service be compensated at an additional amount agreed upon by the parish and priest

Explanation: Supply fees have not been reviewed in several years. The sub-committee reviewed supply fee structures of The Dioceses of Long Island, New Jersey, New York, and Newark and the recommendation for supply fees in neighboring dioceses. We also identified that pastoral ministry, educational programs, etc. are not covered within supply fees. Additional requests beyond liturgy with sermon should be compensated at an amount agreed upon between the parish and the clergy.

## ***Task Force on Human Resource Policy***

### **RECOMMENDATION: Compensation for clergy serving part-time**

We recommend that letters of agreement between a parish and priest use the guidelines suggested below for clergy serving part-time. Such agreements need to take into consideration the same categories of compensation as for full time clergy compensation, i.e. pension, medical insurance, travel, education, housing, self employment tax, etc.

The letter of agreement should be negotiated based on a percentage of the clergy's minimum compensation:

- 4 days of work inclusive of Sunday: 80% of the clergy's minimum compensation
- 3 days of work inclusive of Sunday: 60% of the clergy's minimum compensation.
- 2 days of work inclusive of Sunday: 40% of the clergy's minimum compensation.
- 1 day of work inclusive of Sunday: 20% of the clergy's minimum compensation

There is a broad range of clergy and parish situations in the Diocese of New York and compensation needs to be negotiated with all parties concerned, taking into consideration both the needs of the priest and the parish. It is worth remembering that minimums are precisely that, and higher compensation is an element in the negotiations.

In the Compensation materials of the Diocese of NY it should be noted that :

The Church Pension Fund for Clergy requires by Canon that every church unit must pay a pension assessment on behalf of its clergy based on the compensation package. This applies to full-time, part-time, supply or interim work or consultant work that continues for at least three months and where the stipend is at least \$200 per month for other than reimbursement of travel expenses.