



**THE EPISCOPAL  
DIOCESE OF  
WEST VIRGINIA**

**Compensation, Benefits, and Expectations  
Between Parishes and Clergy Employed in the  
Diocese of West Virginia**

**Compensation Guidelines for Full Time Clergy**

- Minimum Full-time Stipend for clergy newly ordained is \$55,000, with an annual automatic increase of \$500 in recognition of each year of service. This figure is inclusive of the housing allowance.
  - An annual Cost of Living increase should be considered, based on the suggested rate from the US Bureau of Labor Statistics
  - Additional merit raises are encouraged, but optional, at the discretion of the Vestry and as the congregational budget can afford
- Fifty percent (50%) of the amount of SECA be paid by the congregation, which is .0765 of the stipend and housing combined.
- The canonically required pension of 18% of all compensation above \$200 per month be covered by the congregation
- A minimum of \$2000 for Continuing Education be set aside each year.
- The cost of cell phone, amount of mileage reimbursement, and other related church business costs are to be negotiated as part of the Letter of Agreement

**Compensation Guidelines for Part-Time Clergy**

- Compensation for Part-time clergy varies depending on the commitment of time and the extent of duties. However, the cost of the compensation will not exceed more than 40% and be not less than 10% of the projected income of the congregation.
- Fifty percent (50%) of the amount of SECA be paid by the congregation, which is 7.65% of the stipend and housing combined.
- The canonically required pension of 18% of all compensation above \$200 per month be covered by the congregation
- A minimum of \$1000 for Continuing Education be set aside each year.
- The cost of cell phone, amount of mileage reimbursement, and other related church business costs are to be negotiated as part of the Letter of Agreement.

**Housing and Housing Allowances**

- The Rector shall be provided housing or a housing allowance.
  - All members of the clergy serving in the Diocese of West Virginia, not residing in church owned housing, are entitled to a housing allowance to be designated from their stipend and to be set commensurate with the local average rental plus utilities. This figure is to be set annually, at the first vestry meeting of the year or immediately before the clergyperson begins their cure at a parish.

- Should the parish provide housing in the form of a rectory, utilities shall be contracted for and paid directly by the Vestry, and expenses for repair, remodeling, and major appliances shall be paid by the Vestry in accordance to an annual plan and budget mutually agreed to by the Rector and Vestry. The Fair Market Value of the provided housing is to be subtracted from the total payment of the stipend. This Fair Market Value is to be no less than \$15,000 and no more than 40% of the total stipend for Full-time ministry. The value of the housing is to be included in calculations for pension and SECA reimbursement.

### **Compensation for Supply Clergy**

Supply clergy are those who are available to celebrate the sacraments in a parish when their rector or priest-in-charge is unavailable. These individuals spend time and effort crafting a sermon and preparing to officiate and should be duly compensated for their time and energy. The following compensation guidelines are expected to be followed by parishes in the Diocese of West Virginia.

- Supply clergy are to be compensated \$150 for officiating at a service.
- If there are more than one service on a Sunday, each additional service requires compensation of \$50.
- If the supply clergy is coming from another diocese they shall be compensated at the minimum rate of their home diocese or the Diocese of West Virginia, whichever is higher.
- Reimbursement shall be made for mileage from the supply clergyperson's home to the parish and back at the standard IRS mileage rate.
- Hotel accommodations may be reimbursed by prior agreement between the wardens of the parish and the supply clergy who requests it.

### **Parental Leave After the Birth or Adoption of a Child**

Children are an inheritance from the Lord. Scripture teaches us that “whoever receives a little child in the name of Christ receives Christ himself.” Therefore, it is a right and honorable thing for the church to ensure that new parents have the time and opportunity to bond and hold holy the birth or adoption of a child. Therefore, it is the policy of this Diocese for new parents to receive two months, understood to include eight Sundays, paid leave and an additional month of part-time leave, understood that Sundays would be working days.

### **Clergy Leaving a Congregation but Remaining in the Area**

Clergy who resign or retire from a cure in the Diocese of West Virginia, but remain in the community they served, or within close proximity, are expected to maintain responsible and healthy boundaries between themselves and their former congregation. These members of the clergy will sign a Memorandum of Understanding, with the Bishop, to clearly define those boundaries and what expectations the Diocese may have for them.