

C-172

**The 172nd Annual Convention  
Diocese of Chicago  
November 20-21, 2009**

**Subject:** Adjustment to Minimum Clergy Compensation

**Sponsor:** Diocesan Treasurer, Diocesan Council

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**RESOLUTION**

*Resolved*, that the required minimum cash compensation to be paid to full-time clergy in the Diocese for the calendar year of 2010 shall remain at 2009 amounts, which are:

- (a) \$55,880 if no church housing or utilities are provided by the employer; or
- (b) \$40,620 if housing and utilities are provided by the employer.

**EXPLANATION**

This resolution is offered by the Diocesan Treasurer and the Diocesan Council, as required by the 165th Diocesan Convention (2002) in connection with its adoption of a resolution concerning compensation. The resolution, adopted in 2002, required that the Diocesan Treasurer recommend annually an inflationary adjustment to the required minimum cash compensation for full-time clergy working in congregations and on the Bishop's staff. As contemplated in 2002, the present resolution is advisory for clergy in other positions, and for clergy who are working less than full-time.

This resolution applies for calendar year 2010 and amplifies the minimum clergy compensation standards described in Canon 42 of the Canons of the Diocese of Chicago. The inflation rate based on the "Consumer Price Index – All Urban Consumers" for the Chicago-Gary-Kenosha Metropolitan Statistical Area ("MSA") on a not-seasonally-adjusted basis for the 12-month period ending on July 31, 2009 was -3.01%. This compares to the prior year's inflation rate of 5.8%.

If the Diocese of Chicago were to strictly adhere to these inflation rates, then compensation would have increased 5.8% in 2009 and would decrease 3.0% in 2010. Since 2009 compensation was increased 3.1% and will not increase in 2010, the two-year increase in minimum compensation is ~.2% greater than is warranted by the changes in the CPI.

According to the 2007 Church Compensation Report published by the Church Pension Group in September 2008, median compensation for full time clergy in the Diocese of Chicago was \$63,664, which is in the 5th decile (the middle 10%) of all US Diocese. The top decile is Hawaii at \$80,328 and lowest decile was Navajoland at \$41,737. The entire report can be found at: [http://download.cpg.org/home/publications/pdf/2007\\_Compensation\\_Report.pdf](http://download.cpg.org/home/publications/pdf/2007_Compensation_Report.pdf)

As these are minimum cash compensation amounts, we recommend that parishes pay their full-time clergy above these levels based on tenure (e.g., with that particular church or as an ordained clergy), parish size (e.g., average Sunday attendance or annual budget), parish growth, diversity in programming, etc. In cases where parishes wish to pay more than these minimums, but have difficulty doing so, other forms of compensation (e.g., such as additional vacation, sabbaticals, professional education) should be offered.

To the extent this resolution affects clergy on staff at the Diocesan Center, the impact of this adjustment has been reflected in the 2010 budget.