

REPORT OF THE CLERGY COMPENSATION COMMITTEE OF THE DIOCESE
OF CHICAGO AND DETROIT

September, 2005

TABLE I

RECOMMENDED MINIMUM CLERGY COMPENSATION

Parish Members	Parish Income	Annual Salary*	Monthly Salary	Health Insurance	Pension	Social Security
Mission	n/a	n/a	Expenses+\$ 100p/visit	n/a	n/a	n/a
42	\$25,000.00	\$ 8,325.00	\$ 693.75	\$1,200.00	\$ 2,000.00	\$ 637.00
83	50,000.00	16,650.00	1,387.50	1,200.00	2,000.00	1,294.00
125	75,000.00	24,975.00	2,081.25	1,200.00	2,747.00	1,911.00
167	100,000.00	33,300.00	2,775.00	1,200.00	3,663.00	2,547.00
208	125,000.00	41,625.00	3,469.00	1,200.00	4,579.00	3,184.00
250	150,000.00	49,950.00	4,162.00	1,200.00	5,495.00	3,822.00
292	175,000.00	58,275.00	4,856.00	1,200.00	6,410.00	4,458.00
333	200,000.00	66,600.00	5,550.00	1,200.00	7,326.00	5,095.00

- Priest's annual salary is based on .333% of parish income from plate donations and/or dues from the previous year. Parish income excludes, building funds, restricted and special funds.

TABLE II**TOTAL ANNUAL CLERGY COMPENSATION**

Parish Income	Total Compensation
\$ 25,000.00	\$ 12,162.00
50,000.00	21,144.00
75,000.00	30,833.00
100,000.00	40,710.00
125,000.00	50,588.00
150,000.00	60,467.00
175,000.00	70,343.00
200,000.00	80,226.00

EXPENSES

Actual documented parish expenses are reimbursed .as follows

1. Auto allowance @ 36 cents/mile (IRS allowance).
2. Actual telephone expenses for parish business.
3. Postage and office expenses for parish business.
4. Other, i.e. clergy conferences and meetings, etc..

BENEFITS

1. Two weeks paid vacation that including two Sundays per year. Vacation time should not be charged for time away for service to the Church. Clergy Conferences, etc.
2. Housing: Parishes that own or provide rectories for clergy should calculate the compensation value at 5% of the fair market value (this is based on a 20 year depreciation schedule), or actual rental value of the property. The value is included as part of the priests annual salary.
3. Health Insurance: If the parish priest or his matushka holds secular employment, the priest should, if possible, be included in one of the insurance plans offered by his or her secular employer. In such cases health insurance cost are not included in parish compensation.
4. The Health Insurance amounts shown here are estimates and will be refined as additional data becomes available.

5. Clergy holding secular employment should participate in their secular employer's retirement plan thus alleviating the necessity for the parish to fund the priest's pension plan.
6. Should the parish wish to provide death and disability insurance, it will need to add the cost of this insurance to the compensation plan. The cost should be calculated at approximately 1% of the annual salary.
7. Social Security. Clergy who hold secular employment should consult with an accountant concerning proper allocation of social security taxes.

“TREBY”, EMOLUMENTS, GRATUITIES AND GIFTS

It is recommended that clergy receiving compensation at the recommended level from their parish refrain from setting, suggesting or receiving fees or rates for "services of need". The parish may suggest a level of donation for such services in order to recover the expenses incurred, however such donations should not inure to the clergy and must be deposited in the parish treasury. This recommendation does not apply to voluntary donations freely given to a clergyman in appreciation for his service. Income from such unsolicited, and not-to-be expected, donations remain the property of the parish clergy, and should not be subtracted from or considered in determining his annual salary.

APPLICATION

These recommendations relate only to parish rectors, and do not apply to second priests, deacons, clergy, or choir directors employed or assigned to the parish. Salaries for these positions are to be negotiated by the parish.

REPORT SUBMITTED BY THE CLERGY COMPENSATION COMMITTEE

Priest Martin Swanson, Chairman

Priest Paul Bassett, Retirement and Pension Plans

Priest Anthony Nelson, Health Insurance