



THE 201st CONVENTION OF THE EPISCOPAL DIOCESE OF MAINE

Resolutions

RESOLUTION 1 CLERGY COMPENSATION FOR 2021

RE: Clergy Compensation for 2021

SUBMITTED BY: The Diocesan Compensation Committee

CONTACT PERSON: Peter Bickford, Chair, (207)-583-5797, pmbick@myfairpoint.net

1 **RESOLVED** that the minimum total clergy compensation for a newly called presbyter in full-time
2 service (consisting of Cash Stipend, Self Employment Tax reimbursement, and Housing
3 and Utilities allowance), be the midpoint between the average classroom teacher and
4 administrator (not including superintendents) salaries as published by the Maine
5 Department of Labor for the county or region the church is in. Also, there shall be
6 adjustments for congregational attendance (ASA), income (NOI) and years of experience
7 of the presbyter. Such base amounts are set forth in Table 1 and Table 2.

8 **RESOLVED** that the total annual compensation review for presbyters in full time service with an
9 existing Letter of Agreement shall be no less than that for calendar year 2020.

10 **RESOLVED** that the work load for part time presbyters, as adopted by Canon, may be the
11 monthly equivalent of:
12 half-time = two Sundays and two work weeks
13 quarter-time = one Sunday and one work week
14 How this monthly time frame is implemented is negotiated between the presbyter and
15 wardens.

16 **RESOLVED** that the guidelines for minimum compensation for supply clergy be as
17 follows:

18 one Sunday service	\$150.00
19 two Sunday services	\$200.00
20 other liturgical services	\$ 85.00
21 pastoral or other assigned responsibilities	\$ 85.00 per unit*

22
23 * unit is a morning, afternoon or evening. Expenses are reimbursed at cost for meals,
24 lodging, etc. and at the IRS minimum approved rate for mileage, which can be found
25 on the Diocesan web site.



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EXPLANATION

The base compensation for churches in Maine is the minimum the Diocese office will approve for a Letter of Agreement (“LOA”) between a Vestry or Bishop’s Committee and its presbyter. It is also important to recognize that the LOA with a parish’s or mission’s presbyter is a one-time thing, the starting point in a longer multi-year relationship.

In previous conventions we have initialized a plan to reach a fair compensation for our lay employees and we have established a fair compensation for our Bishop. This new formula is intended to do the same for our Presbyters. Using the current data from the Maine Department of Labor and educational averaging used in previous years, we have determined the minimum compensation by counties or regions within the Diocese. See Table 1.

Setting the minimum this way ties it to the local socio-economic status of the county or region in which the church is located.

Any LOA shall include congregational attendance, Average Sunday Attendance (“ASA”), and income, Normal Operating Income (“NOI”), along with the presbyter’s years of experience after ordination. See Table 2. Example: A priest agrees to serve a congregation with an NOI of \$220k (2 points), with an ASA of 95 (2 points) and having 12 years of experience (1 point) for a total of 5 points. This would set the Agreement at 105% of the base.

It was our intention to create a mechanism for an annual cost of living adjustment (“COLA”) and an increase of 1% of the previous year’s LOA compensation amount. Due to the financial uncertainties for 2020 and 2021, the annual review package should be, as a minimum, the same as in 2020.

This Resolution does not change existing LOAs. These are still in effect.

The formula for calculating the Self Employment Tax as well as the formula for calculating the value of provided housing as part of Total Clergy Compensation can be found in the 2011 Compensation Handbook for the Diocese of Maine.

The Diocese of Maine is canonically required to bring forth a resolution to Convention outlining clergy compensation for the coming year.



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Table 1. Maine Department of Labor Occupational Compensation Table

Maine Educators Salaries by County 201902
(includes Metropolitan Areas and State Average)
Source: ME Department of Labor

County	Occupation Title	SOC code	Mean	Area Average of Means	Area Average Of Areas
Hancock	Education Administrators Primary and Secondary	11-9032	\$75,200	\$75,200	
	Elementary School Teachers	25-2021	\$47,200		\$60,800
	Middle School Teachers	25-2022	No data	\$46,400	
	Secondary School Teachers	25-2031	\$45,500		
Waldo	Education Administrators Primary and Secondary	11-9032	\$75,000	\$75,000	
	Elementary School Teachers	25-2021	\$45,400	\$45,400	\$60,200
	Middle School Teachers	25-2022	No data		
	Secondary School Teachers	25-2031	No data		
Sagadahoc	Education Administrators Primary and Secondary	11-9032	\$90,200	\$90,200	
	Elementary School Teachers	25-2021	\$63,700	\$63,700	\$76,900
	Middle School Teachers	25-2022	No data		
	Secondary School Teachers	25-2031	No data		
Coastal Tier+	Education Administrators Primary and Secondary	25-9032	\$80,100	\$80,100	
	Elementary School Teachers	25-2021	\$52,100		\$64,500
	Middle School Teachers	25-2022	ND	\$48,800	
	Secondary School Teachers	25-2031	\$45,500		



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Androscoggin	Education Administrators Primary and Secondary	11-9032	\$86,100	\$86,100	
	Elementary School Teachers	25-2021	\$46,000		\$67,400
	Middle School Teachers	25-2022	\$48,200	\$48,700	
	Secondary School Teachers	25-2031	\$52,000		
County	Occupation Title	SOC Code	Mean	Area Average Of Means	Area Average of Areas
Oxford	Education Administrators Primary and Secondary	11-9032	\$73,970	\$74,000	
	Elementary School Teachers	25-2021	No data		\$63,200
	Middle School Teachers	25-2022	No data		
	Secondary School Teachers	25-2031	\$52,400	\$52,400	
Somerset	Education Administrators Primary and Secondary	11-9032	\$79,000	\$79,000	
	Elementary School Teachers	25-2021	\$48,700		\$65,400
	Middle School Teachers	25-2022	\$54,600	\$51,800	
	Secondary School Teachers	25-2031	\$52,200		
Aroostook	Education Administrators Primary and Secondary	11-9032	\$76,200	\$76,200	
	Elementary School Teachers	25-2021	\$47,800		\$62,800
	Middle School Teachers	25-2022	\$50,200	\$49,400	
	Secondary School Teachers	25-2031	\$50,800		
Northern Tier++	Education Administrators Primary and Secondary	11-9032	\$77,400	\$76,400	
	Elementary School Teachers	25-2021	\$48,300		\$63,600
	Middle School Teachers	25-2022	\$52,400	\$50,800	



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	Secondary School Teachers	25-2031	\$51,500		
Washington	Education Administrators Primary and Secondary	11-9032	\$65,600	\$65,600	
	Elementary School Teachers	25-2021	\$39,800		\$52,700
	Middle School Teachers	25-2022	\$39,700	\$39,800	
	Secondary School Teachers	25-9031	ND		
County	Occupation Title	SOC Code	Mean	Area Average of Means	Area Average Of Areas
Cumberland	Education Administrators Primary and Secondary	11-9031	\$93,400	\$93,400	
	Elementary School Teachers	25-2021	\$61,100		\$79,700
	Middle School Teachers	25-2022	\$64,700	\$62,500	
	Secondary School Teachers	25-2031	\$61,600		
York	Education Administrators Primary and Secondary	11-9032	\$97,500	\$97,500	
	Elementary School Teachers	25-2021	\$61,100		\$79,000
	Middle School Teachers	25-2022	\$58,600	\$60,400	
	Secondary School Teachers	25-2031	\$61,600		
Kennebec	Education Administrators Primary and Secondary	11-9032	\$83,600	\$83,600	
	Elementary School Teachers	25-2021	\$51,500		\$67,300
	Middle School Teachers	25-2022	\$49,600	\$51,000	
	Secondary School Teachers	25-2031	\$52,000		



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Penobscot	Education Administrators Primary and Secondary	11-9032	\$80,800	\$80,800	
	Elementary School Teachers	25-2021	\$51,100		\$67,000
	Middle School Teachers	25-2022	\$59,000	\$53,200	
	Secondary School Teachers	25-2031	\$49,500		
Maine	Occupation Title	SOC Code	Mean	State Average of Means	State Average
	Education Administrators Primary and Secondary	11-9032	\$85,100	\$85,100	
	Elementary School Teachers	25-2021	\$61,600		\$73,900
	Middle School Teachers	25-2022	\$64,700	\$62,700	
	Secondary School Teachers	25-2031	\$61,600		
Metropolitan				Metropolitan Average - Means	Metropolitan Average
Bangor-Brewer	Education Administrators Primary and Secondary	11-9032	\$82,800	\$82,800	
	Elementary School Teachers	25-2021	\$51,000		\$69,100
	Middle School Teachers	25-2022	\$62,100	\$55,400	
	Secondary School Teachers	25-2031	\$53,000		
Lewiston-Auburn	Education Administrators Primary and Secondary	11-9032	\$85,400	\$85,400	
	Elementary School Teachers	25-2021	\$46,000		\$67,100



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	Middle School Teachers	25-2022	\$48,400	\$48,800	
	Secondary School Teachers	25-2031	\$52,100		
Portland-South Portland	Education Administrators Primary and Secondary	11-9032	\$95,600	\$95,600	
	Elementary School Teachers	25-2021	\$60,700		\$78,400
	Middle School Teachers	25-2022	\$61,700	\$61,300	
	Secondary School Teachers	25-2031	\$61,400		

Notes: + Coastal Tier is the average of Waldo, Hancock, Sagadahoc Counties and includes Lincoln and Knox Counties, for which there are no data

++ Northern Tier is the average of Oxford, Somerset and Aroostook Counties and includes Piscataquis and Franklin Counties, for which there are no data

8-28-20

Table 2. Adjustments to base compensation for church size, clergy experience

A	Pts	B	Pts	C	Pts	A+B+C	% of base
NOI		ASA		Yrs experience			
0-200K	1	0-50	1	0-5	0	2-4	100%
201-300K	2	51-100	2	6-15	1	5-6	105%
301-500K	3	101-200	3	16-25	2	7-8	110%
500K+	4	201+	4	26+	3	9-11	115%