

## **Notes on 2019 Realities Regarding Congregation Vitality**

### **Clergy Shortage**

For every person being ordained, two are retiring

Of the two retired clergy, only one will want to be a supply priest

If a Priest comes out of retirement, (they become a full-time perm Priest) they must forfeit their pension

Is this only until they retire from the role that they took as a full-time perm priest?

Will they be building up their remaining pension while they are a full-time perm Priest?

### **The total annual budget to call a full-time priest is \$175,000**

How was this number calculated?

Trinity Parish is able to maintain the church building, the rectory, and the Sunday school building at an approximate rate of \$2500 per month or \$30K annually; the remainder would be for Priest salary and benefits (see "Summary: Regarding "Realities" for Priest Compensation)

What does a full-time priest expect in cash money compensation (average as researched = approximately \$75,000) ;

Are there any considerations made for a parish that has a rectory?

What percentage of the cash compensation are taxes & benefits?

Other professions coming out of school with a Masters degree may command a salary from (to start) \$65,000+

An Episcopal congregation needs to run itself like any other "business"; we are in the "business" of promulgating the Word of Jesus Christ

### **Summary Regarding "realities" for Priest Compensation**

Seminary School is very expensive; the same as any other college university (Seminary debt)

An ordained Priest expects to make as much as any other profession with a Master degree or in some cases a PhD

Priests prefer to create their own housing scenarios; the rectory does not have the same impact on a Priest's total compensation package

Priests look for a best case scenario environment to work in, like any other profession; parishes have become more labor intensive therefore a Priest would look for other ecclesiastical opportunities

A Priest that may be looking to identify themselves as a "transformative" or "turnaround expert" would be a good candidate and this type of expertise costs more money

Bottom Line: In order to get a "list of names" we will need to provide a total compensation package of at least \$150K (70% cash, 30% all taxes, benefits, rectory)