

## **Resolution 2005-9**

**Title:** Clergy and Lay Employee Compensation

**Submitted by:** Compensation and Benefits Committee

Michael C. Warlow, Acting Chair

**Be it RESOLVED**, that the Diocese of Maryland continue its commitment to being a living wage institution and, therefore, any employee of any congregation have a wage of not less than \$9.10 per hour, and that health benefits be available to any employee working at least 20 hours per week, and

**Be it FURTHER RESOLVED** that all clergy and lay employees be granted an annual review of performance that should consider merit increases in compensation as appropriate, and

**Be it FURTHER RESOLVED** that the annual salary increase for clergy and lay employees for 2006 shall be the total of a 3% Cost of Living Adjustment (COLA) on the 2005 salary plus any increase based on responsibilities and performance.

**Be it FURTHER RESOLVED** that this Convention adopts the following Honoraria for supply clergy for 2006:

1 service minimum of \$175.00

2 services minimum of \$225.00

3 services minimum of \$275.00

Guest Preacher minimum of \$125.00

and further directs that travel expenses for supply clergy be reimbursed in compliance with the Internal Revenue Service Guidelines, and

**Be it FURTHER RESOLVED** that this convention urges all congregations to provide fair, equitable, and competitive compensation to all persons providing services such as, but not limited to, Director of Music, Choir Director, Director of Christian Education, and Director of Youth Programs. Information concerning appropriate compensation can be obtained from the diocesan office. Suggested salary ranges are available for the compensation of Church Organists and Choir Directors based on information from the American Guild of Organists and the Association of Anglican Musicians.

**Be it FURTHER RESOLVED** that for transitional clergy the first year following their ordination, the minimum annual cash compensation, including salary and housing allowance, will be \$44,060.

**Be it FURTHER RESOLVED** that the suggested range of Total Cash Compensation (TCC) for clergy who are Assistant Rectors or Associate Rectors is \$50,800 to \$56,100.

**Be it FURTHER RESOLVED** that this Convention adopts the following TCC criteria for clergy in charge of congregations within the Diocese for the year 2006.

Church Type	Family	Pastoral	Transitional	<u>Program</u>	Corporate/ Resource
Average Sunday Attendance	Less than 70	70 – 140	140 – 225	225 – 350	Over 350
<b>Total Cash Compensation Median and Ranges</b>					
<b>Suggested TCC Range</b>	\$40,620 - \$57,800	\$54,680 - \$68,800	\$58,830 - \$112,780	\$62,300 - \$98,650	\$83,170 - \$130,740
<b>Median TCC</b>	\$44,620	\$60,620	\$80,700	\$73,400	\$103,400

### **EXPLANATION:**

The components of Total Cash Compensation (TCC) and information on how to formulate an equitable housing allowance are outlined in the Diocese of Maryland Compensation and Benefits Guide, Attachments 2 and 3, which

is available on the Diocesan web site or through the Diocesan office.

Diocesan Canon 4-140 calls upon the Convention to set minimum annual compensation payable to all parochial clergy, as well as provide for lay employees to receive fair and adequate compensation. This resolution sets forth the recommendations of the Compensation Review Committee in this regard.

### **Compensation of Musicians**

It is recommended that appropriate compensation, to include salary and benefits, be offered to church organists and choir directors. Although suggested ranges are included below, the actual salary that a particular parish can offer will depend on many factors in addition to the qualification level of the musician, including the experience level of the musician and such things as the size of the church, setting (urban – rural), attendance at services, and budget. The scales included below are not binding on parishes of the Diocese. These recommendations should not impede the freedom of a talented parishioner from offering his or her services on a volunteer basis or the freedom of a parish or mission to accept such services. The salary recommendations of the Association of Anglican Musicians (AAM), included along with appropriate certification level identified by the American Guild of Organists (AGO) in the following chart should be considered together with years of experience in developing compensation packages for organists and choir directors. Ranges shown below reflect salary suggestions appropriate for musicians with five to twenty years of experience. Salaries of those whose experience level is outside this range may be compensated differently. More detailed information may be found in the handbook *Musicians Called to Serve*, published by the AAM.

Suggested Salary for Church Organists and Choir Directors				
These figures do not include benefits which may increase the base salary 25% – 35%.				
(2004 Base Salary)				
Average Hours per week	Service Playing Certificate	BA* or CAGO Certificate	MA* or AAGO Certificate	Ph.D.* or FAGO
Full Time (40)	\$34,198 – 49,810	\$43,910 – 62,062	\$53,325 – 73,352	\$62,813 – 84,427
¾ Time (30)	\$24,749 – 37,420	\$31,539 – 46,986	\$37,791 – 55,233	\$45,313 – 63,596
½ Time (20)	\$18,470 – 26,874	\$23,519 – 33,475	\$28,236 – 39,581	\$33,882 – 45,511
3/8 Time (15)	\$12,941 – 19,923	\$16,497 – 24,806	\$19,741 – 29,354	\$23,648 – 33,770
¼ Time (10)	\$8,369 – 13,469	\$10,868 – 17,112	\$13,007 – 20,189	\$15,596 – 23,201

\*Major in Organ, Sacred Music, or related field. AGO certification levels: CAGO – Colleague of the AGO, AAGO – Associate of the AGO, FAGO – Fellow of the AGO.

In addition to salary, the following benefits can be considered for musicians and organists:

- Health, Dental, Life Insurance
- Pension Plan
- Continuing Education Expenses
- Membership in professional organizations
- Sabbatical leave
- Reimbursement of job-related expenses (music purchase, postage, supplies)
- Auto expenses (job-related driving)
- Teaching facilities (permission to use church spaces and instruments for private lessons)

An adequate music budget also will also enhance the musician’s experience on the job.

### **Other Fees**

#### **Substitute Musicians:**

Church Service, Organist or Choir Director only	\$150 - 250
Church Service, Organist and Director	\$200 - 300
Additional Duplicate Services	add 50%
Additional Choir Rehearsal during the Week	\$75 per hour

**Weddings:** \$200 – \$300, additional if rehearsals are required.

**Funerals:** \$100 - \$200, depending on the difficulty of the music and participation of choirs, instrumentalists, etc.

**Additional:** It is suggested that education programs designed for young musicians be promulgated by the Diocese. Such programs should emphasize the potential rewards, both spiritual and economic, of becoming professional church musicians, especially organists.