

MINIMUM CLERGY COMPENSATION STANDARD for 2025

NOTE: As we live into our future as the Episcopal Diocese of the Great Lakes, we know there is currently disparity between EDWM and EDEM. To that end, these are the rates in congregations historically a part of EDWM. Parishes in EDEM are given a maximum of five years to reach the minimum rates (thus, all parishes must meet minimum standards as of 2030). This table includes what year one of the step up would be. At no point can the “step-up rate” be used to lower current compensation levels. As a point of reference, the median salary for a priest in Province V is \$81,423 (based upon the 2022 numbers adjusted for inflation). For EDGL to attract clergy, it is important that our rates are competitive.

Years of Experience	Yr. 1	Yr. 2	Yr. 3	Yr. 4	Yr. 5	Yr. 6	Yr. 7	Yr. 8	Yr. 9	Yr. 10	Over 10
<i>Previous Year (2024)</i>	72,796	73,213	73,747	74,285	74,777	75,356	75,933	76,513	77,171	77,792	78,494
EDGL Rectors 2025	74,616	75,043	75,591	76,142	76,646	77,239	77,831	78,426	79,100	79,737	80,456
<i>Eastern Step up Year One</i>	62,402	62,760	63,218	67,308	67,754	68,278	68,801	69,327	69,923	70,486	71,123
<i>Previous Year (2024)</i>	64,788	65,228	65,872	66,350	66,752	67,108	67,434	67,764	68,134	68,505	68,922
EDGL Assistants 2025	66,408	66,859	67,519	68,009	68,421	68,786	69,120	69,458	69,837	70,218	70,645

The above table of figures reflects a **2.5%** cost of living adjustment (COLA) from 2024, and *includes* cash salary, housing allowance, utilities and social security reimbursement (if paid). Each year’s COLA is based upon the regional rate of inflation between Q2 2023 and Q2 2024. If living in a church owned property, the minimum compensation consists of cash salary, the fair rental value of the property, utilities, social security allowance, and any additional housing allowance that is paid in cash. Previous life experience is applicable and negotiable when determining salary. A more detailed explanation of the components of *compensation* is explained on the Church Pension Group’s website at <http://www.cpg.org/>. If a cleric is less than full-time, then the compensation is prorated to these figures (so, for example, a halftime priest would need to be compensated at 50% of the minimum standards). A solo cleric, including one titled as “priest in charge” shall be compensated as a rector. This standard is the required “minimum” compensation that a parish shall pay full time clergy, and each vestry may increase compensation beyond these minimum standards.

Parishes are strongly encouraged to follow the recommended COLA of 2.5% for clergy who make more than the minimum and for lay staff.

Additionally, Supply Clergy Rates in 2025 are adjusted accordingly:

- **One Service on One Day** – \$216 (increase from \$211 in EDWM for 2024 and \$205 in EDEM for 2024)
- **Two Services on One Day** – \$254 (increase from \$248 in EDWM for 2024 and \$246 in EDEM for 2024)
- **Three Services on One Day** – \$292 (increase from \$285 in EDWM for 2024 and \$287 in EDEM for 2024)