

The Episcopal Diocese of Iowa
2023 CLERGY MINIMUM COMPENSATION & BENEFIT SCHEDULE
 Effective January 1, 2023

MINIMUM COMPENSATION FOR CLERGY NOT LIVING IN CHURCH-PROVIDED HOUSING:

	<i>Cash Salary & Housing</i>	<i>Pension</i>	<i>Total</i>
Priest (<i>newly ordained or 0 years experience</i>)	\$ 58,104	10,459	68,563
Priest 1 (<i>1 year experience</i>)	58,625	10,553	69,178
Priest 2 (<i>2 years experience</i>)	59,145	10,646	69,791

MINIMUM COMPENSATION FOR CLERGY LIVING IN CHURCH-PROVIDED HOUSING:

	<i>Cash Salary</i>	<i>Value of Housing & Utilities</i>	<i>Pension</i>	<i>Total</i>
Priest (<i>newly ordained or 0 years experience</i>)	\$ 45,549	19,500	11,709	76,758
Priest 1 (<i>1 year experience</i>)	45,900	19,500	11,772	77,172
Priest 2 (<i>2 years experience</i>)	46,422	19,500	11,866	77,788

CONTRACT RATE: \$34.00 / hour

SUPPLY CLERGY RATE: 1 Service - \$130.00 2 Services - \$165.00

2023 IRS BUSINESS MILEAGE REIMBURSEMENT RATE: 65.5¢/mile

CHARITABLE MILEAGE REIMBURSEMENT RATE: 14¢/mile

HEALTH INSURANCE: <https://www.iowaepiscopal.org/health-benefits>

	<i>Single</i>	<i>Family</i>
Anthem BCBS PPO 80 Premium	\$10,392	23,904
Cigna Basic Dental premium	552	1,272
TOTAL PPO 80	10,944	25,176
Anthem BCBS CDHP 15 Premium	9,732	22,380
Employer HSA contribution	660	1,524
Basic Dental premium	552	1,272
TOTAL CDHP 20	10,944	25,176
Anthem BCBS CDHP 20 Premium	8,556	19,680
Employer HSA contribution	1,836	4,224
Basic Dental premium	552	1,272
TOTAL CDHP 20	10,944	25,176
<i>For active employees enrolled in Medicare Part A:</i>		
Anthem BCBS PPO 80–MSP Premium	8,304	19,104
Cigna Basic Dental premium	552	1,272
TOTAL PPO 80	8,856	20,376
<i>Optional Dental Plan Buy-up:</i>		
Dental & Orthodontia Plan	744	1,716
(<i>difference between Basic & Ortho Plans</i>)	(192)	(444)

GROUP TERM LIFE INSURANCE: \$40,000 coverage: \$235.20/ year

REFERENCE INFORMATION:

- Diocese of Iowa Compensation and Benefits: <https://www.iowaepiscopal.org/compensation-benefits>
- Church Compensation Report: <https://www.cpg.org/forms-and-publications/publications/research/>
- Church Pension Group website: www.cpg.org
- CPG Tax Guide for Episcopal Ministers: <https://www.cpg.org/forms-and-publications/publications/tax-publications/>
- CPG Federal Reporting Requirements for Episcopal Churches: [https://www.cpg.org/forms-and-publications/publications/tax-publications/#For Administrators Publications](https://www.cpg.org/forms-and-publications/publications/tax-publications/#For_Administrators_Publications)
- IRS Tax Guide for Churches and Religious Organizations: <https://www.irs.gov/pub/irs-pdf/p1828.pdf>
- The Episcopal Church *Manual of Business Methods in Church Affairs*: <https://episcopalchurch.org/manual-business-methods>