

The Episcopal Diocese of Iowa
2024 CLERGY MINIMUM COMPENSATION & BENEFIT SCHEDULE
Effective January 1, 2024

MINIMUM ANNUAL COMPENSATION:

	<u>Cash</u>		
	<u>Salary &</u>	<u>Pension</u>	<u>Total</u>
Priest (newly ordained or 0 years experience)	\$59,850	10,773	\$ 70,623
Priest 1 (1 year experience)	60,385	10,869	71,254
Priest 2 (2 years experience)	60,920	10,966	71,886

MINIMUM ANNUAL COMPENSATION—LIVING IN CHURCH-PROVIDED HOUSING:

	<u>Cash</u>	<u>Value of</u>		
	<u>Salary</u>	<u>Employer</u>	<u>Pension</u>	<u>Total</u>
		<u>Housing</u>		
Priest (newly ordained or 0 years experience)	\$ 46,915	14,075	10,978	\$ 71,968
Priest 1 (1 year experience)	47,280	14,184	11,064	72,528
Priest 2 (2 years experience)	47,815	14,345	11,189	73,349

CONTRACT RATE:

Per Hour
\$ 35.00

SUPPLY RATE:

	<u>1 Service</u>	<u>2 Services</u>
	\$ 134.00	170.00

2024 MILEAGE REIMBURSEMENT RATES:

	<u>Business</u>	<u>Charitable</u>
	67¢/mile	14¢/mile

ANNUAL HEALTH INSURANCE RATES:

For more information visit <https://www.iowaepiscopal.org/health-benefits>

	<u>Single</u>	<u>Family</u>
<u>Anthem BCBS PPO 80 Premium</u>	\$ 11,016	25,332
Delta Dental Comprehensive	552	1,272
TOTAL PPO 80	\$ 11,568	26,604
<u>Anthem BCBS CDHP 15 Premium</u>	\$ 10,320	23,736
Employer HSA contribution	696	1,596
Delta Dental Comprehensive	552	1,272
TOTAL CDHP 20	\$ 11,568	26,604
<u>Anthem BCBS CDHP 20 Premium</u>	\$ 9,156	21,060
Employer HSA contribution	1,860	4,272
Delta Dental Comprehensive	552	1,272
TOTAL CDHP 20	\$ 11,568	26,604

For active employees enrolled in Medicare Part A:

Anthem BCBS PPO 80–MSP Premium	\$ 8,808	20,256
Delta Dental Comprehensive	552	1,272
TOTAL PPO 80	\$ 9,360	21,528

Optional Dental Plan Buy-up:

Dental Dental Premium	\$ 744	1,716
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REFERENCE INFORMATION:

- Diocese of Iowa Compensation and Benefits: www.iowaepiscopal.org/compensation-benefits-resources
- Church Compensation Report: www.cpg.org/forms-and-publications/publications/research/
- Church Pension Group website: www.cpg.org
- CPG Tax Guide for Episcopal Ministers: www.cpg.org/forms-and-publications/publications/tax-publications/
- CPG Federal Reporting Requirements for Episcopal Churches: www.cpg.org/forms-and-publications/publications/tax-publications/
- IRS Tax Guide for Churches and Religious Organizations: <https://www.irs.gov/pub/irs-pdf/p1828.pdf>
- TEC Manual of Business Methods in Church Affairs: www.episcopalchurch.org/finance-office/manual-of-business-methods/