

In October 2007, delegates to Convention passed the following resolution. The attachments below have been adapted to meet the criteria of Substitute Resolution #7. Use Attachment #1 and #2 to determine minimum compensation for 2008.

SUBSTITUTE RESOLUTION #7

RE: Clergy Compensation for 2008

SUBMITTED BY: Clerical and Lay Employee Compensation Committee

BE IT RESOLVED that the minimum compensation for a presbyter in full time service, consisting of Cash Stipend, Self-Employment Tax reimbursement, and Housing and Utilities Allowance is to be set according to the formula established at the Diocesan Convention of 2006 with a 5% across the board increase for each of the four church Type levels and that the **compensation for supply clergy be set for one Sunday service at \$130 and for two Sunday services at \$160.**

AND BE IT FURTHER RESOLVED that a Committee be appointed to report to the 2008 Diocesan Convention to present a comprehensive stewardship plan to move the Diocese from an attitude of scarcity to a theology of abundance.

CARRIED AT THE 188TH CONVENTION OF THE DIOCESE OF MAINE 10/26-27/07

ATTACHMENT # 1 TO 2007 RESOLUTION TO DETERMINE CHURCH TYPE

NOI*	Points	ASA**	Points	Total Points	Type
Up to - \$107,999	1	1 - 80	1	0 - 3	I
\$108,000 - \$149,999	2	81 - 120	2	4 - 5	II
\$150,000 - \$199,999	3	121 - 150	3	6 - 7	III
\$200,000 - up	4	151 - up	4	8	IV

* NOI (Normal Operating Income as shown on Page 3, Line A of the Parochial Report)

** ASA (Average Sunday Attendance as shown on Page 2, Line 6 of the Parochial Report)

ATTACHMENT # 2 TO 2007 RESOLUTION WITH 5% INCREASE PER SUBSTITUTE RESOLUTION #7 PASSED 10/25-26/2007

Years *	1	2	3	4	5	6	7	8	9	10
Type I	\$55,524	\$55,982	\$56,368	\$56,789	\$57,211	\$57,633	\$58,683	\$58,477	\$58,899	\$59,214
Type II	\$60,067	\$60,602	\$61,136	\$61,671	\$62,205	\$62,739	\$63,273	\$63,807	\$64,342	\$64,876
Type III	\$65,777	\$66,423	\$67,069	\$67,716	\$68,362	\$69,009	\$69,719	\$70,303	\$70,950	\$71,586

Type IV \$70,521 \$73,396 \$74,155 \$74,914 \$75,674 \$76,433 \$77,192 \$77,951 \$78,710 \$79,469

* = Years of service since ordination to the Priesthood.

Annual Minimum Increase for Priests with More than 10 Years Ordained Service

Type I	Type II	Type III	Type IV
\$420	\$536	\$651	\$756

Following the 10th year, the total compensation should be increased by at least the amounts shown above for each additional year of experience.

2008 Guidelines for minimum compensation for supply clergy:

One Sunday Service	\$130.00
Two Sunday Services	\$160.00
Other Liturgical Services	\$ 75.00
Pastoral or other assigned responsibilities	\$ 75.00 (per unit*)
* = a unit is a morning, afternoon or evening	

Expenses are reimbursed at cost for meals, lodging, telephone, etc. and at the IRS maximum approved rate for mileage.