



The Episcopal Diocese of North Dakota

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December 31, 2019

To: Clergy, Senior Wardens, & Treasurers

From: Finance Committee

Re: 2020 Diocese of North Dakota Compensation Schedule

Below are the adjusted minimum clergy compensation figures for 2020 as set by the Diocese of North Dakota. These figures add a step increase of .25% increase per year of active service and gives a 2.0% cost of living increase. All full-time stipendiary clergy in North Dakota should be at or above the figures in the table below that apply to their years of active service. If the clergy person is not provided with a rectory, the "Housing Allowance" column applies which adds 30%. This is the amount set by the Church Pension Fund for the value of a rectory provided. Figures in both the Rectory Provided and Housing Allowance columns represent total cash compensation and include housing allowance designation and/or utility (parsonage) allowance designation.

<u>Clergy Classification</u>	<u>2020 Rectory Provided</u>	<u>2020 Housing Allowance</u>
Transitional Deacon	\$43,078.22	\$56,001.68
Priest with no years of active service	\$46,425.33	\$60,352.92
Priest with 1 year of active service	\$46,541.39	\$60,503.81
Priest with 2 years of active service	\$46,657.74	\$60,655.07
Priest with 3 years of active service	\$46,724.28	\$60,741.57
Priest with 4 years of active service	\$46,897.42	\$60,966.65
Priest with 5 years of active service	\$47,075.44	\$61,198.07
Priest with 6 years of active service	\$47,248.58	\$61,423.15
Priest with 7 years of active service	\$47,426.59	\$61,654.57
Priest with 8 years of active service	\$47,603.39	\$61,884.40
Priest with 9 years of active service	\$47,777.75	\$62,111.07
Priest with 10 years of active service	\$47,954.54	\$62,340.90
Priest with 11 years of active service	\$48,132.56	\$62,572.33
Priest with 12 years of active service	\$48,306.92	\$62,798.99
Priest with 13 years of active service	\$48,484.93	\$63,030.41
Priest with 14 years of active service	\$48,660.51	\$63,258.66
Priest with 15 years of active service	\$48,838.53	\$63,490.08
Priest with 16 years of active service	\$49,011.66	\$63,715.16
Priest with 17 years of active service	\$49,190.90	\$63,948.17
Priest with 18 years of active service	\$49,366.48	\$64,176.42
Priest with 19 years of active service	\$49,543.27	\$64,406.25
Priest with 20 years of active service	\$49,718.85	\$64,634.51
Priest with 21 years of active service	\$49,895.65	\$64,864.34
Priest with 22 years of active service	\$50,071.22	\$65,092.59
Priest with 23 years of active service	\$50,248.02	\$65,322.43
Priest with 24 years of active service	\$50,424.82	\$65,552.26
Priest with 25 years of active service	\$50,600.39	\$65,780.51
Priest with 26 years of active service	\$50,775.97	\$66,008.76
Priest with 27 years of active service	\$50,951.55	\$66,237.01
Priest with 28 years of active service	\$51,128.35	\$66,466.85
Priest with 29 years of active service	\$51,303.92	\$66,695.10
Priest with 30 years of active service	\$51,480.72	\$66,924.93
Priest with 31 years of active service	\$51,658.74	\$67,156.36