

# Compensation for Supply Clergy

Updated December 12, 2018

At the 50<sup>th</sup> Annual Meeting of the Diocesan Convention on October 27, 2018, the 2019 Minimum Clergy Compensation & Benefits Policy was adopted. Section VI of this policy addresses the minimum compensation for supply clergy. The rates for 2019 are:

<b>One Service:</b>	<b>\$177</b>
<b>Two Services:</b>	<b>\$236</b>
<b>Each Additional Service:</b>	<b>\$117</b>

	Same Island Supply Clergy	Neighbor Island Supply Clergy
Churches are responsible for	<ol style="list-style-type: none"> <li><b>Compensation</b> in accordance to the Policy,</li> <li><b>Mileage Reimbursement</b> to clergy for round trip miles traveled between his/her home and the Church at the current IRS standard mileage rate. Rates change during the calendar year; therefore, Churches must verify the current rate at <a href="http://www.irs.gov">www.irs.gov</a>.</li> </ol>	<ol style="list-style-type: none"> <li><b>Compensation</b> in accordance with the Policy,</li> <li><b>Airfare</b> required to travel to the neighbor island,</li> <li><b>Overnight Lodging</b> if necessary in order to be present at an early morning service,</li> <li><b>Parking Fee</b> at the departure airport if incurred,</li> <li><b>Car rental</b> if transportation to/from the airport is not provided by the congregation,</li> <li><b>Fuel cost</b> of a rental car between the airport and the Church.</li> </ol>
Supply Clergy are responsible for		<ul style="list-style-type: none"> <li>Airfare and additional lodging costs incurred for spouses or any other family members,</li> <li>Parking fees, car rental and fuel costs beyond what is required for the supply clergy engagement.</li> </ul>

Please contact the Rev. Cn. Sandy Graham at [acgraham@episcopalhawaii.org](mailto:acgraham@episcopalhawaii.org) or 536-7776 (ext. 309) if you have any questions.