SUPPLY AND VISITING CLERGY POLICY

Policy Statement
This policy defines the boundaries of short-term clerical service within the Diocese of Hawai‘i and how these clerics are paid.

Compensation Schedule

- Each Annual Meeting of the Diocesan Convention adopts a Minimum Clergy Compensation & Benefits Policy, which includes minimums for Supply Clergy.

	Same Island Supply Clergy	Neighbor Island Supply Clergy
Churches are responsible for	1. **Compensation** in accordance with the Policy, paid directly to the cleric and not redirected to another person or organization, 2. **Mileage Reimbursement** 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 www.irs.gov.	1. **Compensation** in accordance with the Policy, paid directly to the cleric and not redirected to another person or organization, 2. **Airfare** required to travel to the neighbor island, 3. **Overnight Lodging** if necessary, to be present at an early morning service, 4. **Parking Fee** at the departure airport if incurred, 5. **Car rental** if transportation to/from the airport is not provided by the congregation, 6. **Fuel cost** of a rental car between the airport and the Church.
Supply Clergy are responsible for		• Airfare and additional lodging costs incurred for spouses or any other family members, • Parking fees, car rental and fuel costs beyond what is required for the supply clergy engagement.

The Diocese of Hawaii regularly has positions for which there is a need for a priest to serve for a short period of time. These are not “typical” interim positions.

The short-term positions that are available can last for several weeks to several months, with the length of time determined by the availability of the priest and the preference of the congregation. We have had clergy from other dioceses who are on a sabbatical serve in a congregation that was in transition. We have also had retired clergy come and serve for several months, in some cases with the intention to return regularly.

The length of time and overall compensation is set by the congregation but shall not amount to less than the amount set each year by convention for Sunday Supply Priest

compensation.

The short-term position may be considered as “Supply” (rather than employee) providing that:

1. The length of service is for no more than three (3) months in a 12-month period.
2. The priest has no corporate decision-making role (like a Rector or a Vicar).
    a. The priest will not attend vestry meetings, business meetings on behalf of the congregation, etc.
    b. The priest has no oversight of Church buildings or their use.
3. The priest may still be involved in limited liturgical decisions, along with the lay leadership, in connection to liturgies they themselves will be leading, as well as similarly limited decisions regarding short-term educational events.

For any position lasting longer than three (3) months, the priest will be considered an employee, requiring a Letter of Agreement and the requisite legal and financial paperwork (W2, etc.).

2027 SUPPLY CLERGY COMPENSATION

At the 58th Annual Meeting of the Diocesan Convention on Ocotber 17, 2026, the 2027 Minimum Clergy Compensation & Benefits Policy was adopted. The Supply Clergy Compensation section of this policy states that the minimum compensation for supply clergy for 2027 shall be :

1. One service: $224
2. Two services: $300
3. Each additional service: $149
4. Clergy will be reimbursed for travel (mileage, airfare, etc.), overnight parking and housing (if necessary).

Please contact Jasmi Regmi at jregmi@episcopalhawaii.org or 808-846-6400 if you have any questions.