



Minimum Full-time Parochial Presbyter Support — 2027 —

Below are three scenarios for establishing minimum compensation packages for priests serving in The Episcopal Diocese of Mississippi. Please base your computation on the scenario that best fits your circumstances, and contact **Canon Gary Meade** (601-948-5954 x 114; gmeade@dioms.org) if you have any questions.

Note: The Executive Committee mandated a **2.5% cost of living adjustment** increase in pension base compensation for clerics at minimum compensation (supported missions, curates, chaplains or others). The last mandated COLA increase was for 2026 (2.5%) with a recommendation of the same COLA of 2.5% for clerics above minimum and lay employees.

Scenario 1: No Housing Provided

The priest is eligible to determine a housing allowance

CATEGORY	AMOUNT	NOTE
Stipend and housing allowance	64,830 <i>Paid directly to the priest</i>	A
Total Compensation (pension base)	64,830	
Benefits		
Pension Premium	11,669 <i>18% of Compensation; required</i>	
Group Life Insurance (\$50,000)	360 <i>On group health plan; required</i>	
Accountable Expense Reimbursement	3,900 <i>Minimum budgeted amount</i>	
Continuing Education	250 <i>Minimum</i>	B
Sabbatical Reserve	250 <i>Minimum</i>	C
Life Insurance (\$100,000)	0 <i>Provided to active clergy by CPG</i>	
Group Health Insurance	4 tiers of coverage. See note for more.	D
Total Package	\$81,259 + cost of group health insurance	

Notes may be found on the bottom of the following page.

Scenario 2: Housing Provided & Housing Equity Invested with the Diocese

The priest may not claim a housing allowance; the Trustees manage the invested funds

CATEGORY	AMOUNT	NOTE
Stipend and utility allowance	49,869 <i>Includes utility allowance</i>	E
Housing Calculation	14,961 <i>Calculated at 30% of stipend + utilities</i>	
Total Compensation (pension base)	64,830	
Benefits		
Housing Equity	1,416 <i>Not included in Pension Base; required</i>	F
Pension Premium	11,669 <i>18% of Compensation; required</i>	
Group Life Insurance (\$50,000)	360 <i>On group health plan; required</i>	
Accountable Expense Reimbursement	3,900 <i>Minimum budgeted amount</i>	
Continuing Education	250 <i>Minimum</i>	B
Sabbatical Reserve	250 <i>Minimum</i>	C
Life Insurance (\$100,000)	0 <i>Provided to active clergy by CPG</i>	
Group Health Insurance	4 tiers of coverage. See note for more.	D
Total Package	\$82,676 + cost of group health insurance	

Scenario 3: Housing Provided & Housing Equity Invested with CPG

The priest may not claim a housing allowance; funds invested with a CPG RSVP (403B) plan

CATEGORY	AMOUNT	NOTE
Stipend and utility allowance	49,869 <i>Includes utility allowance</i>	E
Housing Equity	1,200 <i>Included in Pension Base; required</i>	F
Housing Calculation	15,321 <i>30% of stipend + utilities + housing equity</i>	
Total Compensation (pension base)	66,390	
Benefits		
Pension Premium	11,950 <i>18% of Compensation; required</i>	
Group Life Insurance (\$50,000)	360 <i>On group health plan; required</i>	
Accountable Expense Reimbursement	3,900 <i>Minimum budgeted amount</i>	
Continuing Education	250 <i>Minimum</i>	B
Sabbatical Reserve	250 <i>Minimum</i>	C
Life Insurance (\$100,000)	0 <i>Provided to active clergy by CPG</i>	
Group Health Insurance	4 tiers of coverage. <i>See note for more.</i>	D
Total Package	\$83,100 + cost of group health insurance	

Notes

A	Reflects minimum pension base. For tax purposes, clerics receiving a housing allowance should annually allocate stipend and housing per vestry resolution until further notice.
B	Four weeks vacation and two weeks continuing education is standard. Transitional deacons use GRO as primary continuing education time.
C	A designated/restricted fund (or possibly a money market account) for "[Cleric's] Sabbatical Reserve" should be set up in order to accrue monies for said cleric's expected sabbatical expenses (as provided for in his/her Letter of Agreement.) It would also be beneficial for each parish or mission to set aside separate monies annually in its own "[Church's] Sabbatical Reserve" in anticipation of its projected expenses associated with a cleric's sabbatical. Sabbatical funds should be disbursed directly to the cleric's next cure, if unused, during one's tenure.
D	Required per Denominational Health Plan Guidelines (<i>see enclosed document</i>).
E	The cash stipend paid directly to priest includes the utilities allowance (either paid directly to priest or paid on behalf of the priest); therefore \$49,869 is stipend and utilities.
F	It is mandatory that an annual contribution of \$1,200 (minimum) be made to a housing equity fund for priests living in church owned housing. The housing equity fund can be invested with the Trustees of the Diocese (not included in pension base) or invested with the RSVP (403B) with the Church Pension Fund (included in pension base). Scenario 2 includes an additional 18% (\$216) for the purpose of pension parity.