

MATTERS PERTAINING TO PRIESTS/SEMINARIANS

Priests' Remuneration

- A. The following salary figures are effective July 1, 2018, through June 30, 2019 (fiscal year 2019).

	Pastor	Parochial Vicar
Monthly Base Salary	\$2,331.00	\$2,268.00
Social Security Supplement	158.00	153.00
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Total Monthly Salary	\$2,489.00	\$2,421.00
Total Annual Salary	\$29,868.00	\$29,052.00

The salary paid to the pastor and parochial vicar shall not exceed the amounts above. The salary can be less, subject to the provisions in section E. below.

- B. The benefits to be paid from the parish's budget for each priest, but not to be paid to him directly, are as follows:

Annual Retreat	\$ 650.00 / yr.	
Continuing Education	1200.00 / yr.	
Food: for pastors	5700.00 / yr. (w/wo housekeeper)	
for associates	5700.00 / yr.	
Life & LTD Insurance	319.00 / yr.	
Medical/Dental Insurance	10,500.00 / yr. <sup>1</sup>	
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Total benefits	18,369.00 / yr.	
Salary (pastors)	29,868.00	
Remuneration (not counting housing)		<b>\$ 48,237.00 (pastors)</b>
Total benefits	18,369.00 / yr.	
Salary (p. vicars)	29,052.00	
Remuneration (not counting housing)		<b>\$ 47,421.00 (p. vicars)</b>

- C. The Continuing Education allowance, besides being used for the usual things pertaining to continuing education, e.g., our "Priests' Days" in the spring, may be used to pay for books and publications and to defray the cost of spiritual direction. In any given fiscal year, however, the amount expensed to the parish for all these items is not to exceed \$1200.00. Appropriate receipts or bills are to be submitted for payment or reimbursement.
- D. In addition, the cost of travel connected with ministry is to be computed at the current standard diocesan rate<sup>2</sup>. This amount may be charged to a mission church for travel on its behalf, or to the Diocese for travel on its behalf.

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<sup>1</sup> Based on the monthly medical premium that is in effect July 1; this rate is subject to change on the April 1 renewal date.

<sup>2</sup> Standard Diocesan mileage rate beginning January 1, 2018: 54.5¢ per mile

E. The priest may choose to receive less than the full salary if the following provisions are met:

- a. There must be a written document detailing the agreement between the priest and the parish.
- b. The agreement must be for the entire fiscal year, and the reduction amount must be consistent throughout the year (the salary cannot change each month).
- c. There can be no restrictions on the reduction (for example, the money from the foregone salary goes to the building fund).

This salary reduction is not considered to be a donation to the parish.

## Living Arrangements for Pastors

Canon 533, par. 1, states: "The pastor is obliged to reside in a parish house close to the church; in particular cases, however, the local ordinary can permit him to live elsewhere, especially in a house shared by several presbyters, provided there is a just cause and suitable and due provision is made for the performance of parochial functions."

In those cases where a parish has no rectory, it is clear that the pastor must live elsewhere, e.g., an apartment, or a house owned or rented by the parish, but extravagance must be avoided. In these cases, the parish shall pay for all housing and utility expenses (except, e.g., for personal long-distance calls) just as it would if it had a rectory for the priest to live in.

In those cases where a parish has a rectory, but the rectory is rented out or used and maintained for other purposes, e.g., catechetics, meetings, pastoral counseling, etc., a pastor may live elsewhere, as above, with the same arrangements for the payment of housing and utility expenses.

In either case, the following conditions must be met:

1. The Bishop of the Diocese must approve.
2. The people must have relatively easy access to the pastor, a.v., the pastor must still be considered as living in the midst of those he serves.
3. The phone number of the place where he lives must be published for the benefit of those needing emergency service. (A pastor may have his own personal number, even unlisted, at his own expense.)
4. Ordinary parish business, especially counseling, must be conducted at the parish, not at the place where the pastor is living.

These same conditions prevail if the pastor wishes to purchase his own home with personal funds. In this case, the costs to the parish for rent, phone, insurance, electricity, and fuel must be worked out by the pastor and the parish council(s), and approved by the Bishop. (When more than one parish is involved, the costs must be pro-rated.)

Effective July 1, 1993