

2026 Compensation Guidelines

Episcopal Diocese of Indianapolis

Approved by Executive Council 12/13/2025

Clergy Employees

2026 Minimum Compensation for Full-Time Clergy	
Salary <i>(of which clergy may request a portion be designated as a housing allowance)</i>	\$70,173
SECA Reimbursement <i>(7.65% of Salary + Housing)</i>	\$5,368
Total Minimum Cash Compensation Package	<u>\$75,541</u>
Mandatory Pension Contribution (18% of cash compensation) <i>(18% of cash compensation)</i>	<u>\$13,597</u>
Total Package	<u>\$89,139</u>

For additional context, please see this [report from CPG](#).

Recommended Salary Adjustments:

2026 Cost of Living Increase ¹	3.0%
Minimum Merit Increase	\$500 per year of experience <i>(on top of cost of living)</i>

Minimum Compensation for Part-Time Clergy				
	Full Time (40 hours)	3/4 Time (30 hours)	Half Time (20 hours)	Quarter-Time (10 hours)
Salary	70,173	52,630	35,087	17,543
SECA	5,368	4,026	2,684	1,342
Pension	13,597	10,198	6,799	3,399
Total	89,139	66,854	44,569	22,285
Medical Eligibility	Diocesan-paid (with 25% employee cost share)	Diocesan-paid (with 25% employee cost share)	For clergy in charge of a congregation: Diocesan paid (with 25% employee cost share). For assisting clergy: eligible to purchase diocesan medical coverage at own expense.	Clergy working fewer than 20 hours per week are not eligible per Episcopal Church Medical Trust policy
Dental Eligibility	Diocese pays first \$41 per month	Diocese pays first \$41 per month	For clergy in charge of a congregation: Diocese pays first \$41 per month. For assisting clergy: eligible to purchase diocesan dental coverage at own expense	Clergy working fewer than 20 hours per week are not eligible per Episcopal Church Medical Trust policy

¹ The recommended cost of living increase is a suggested minimum; congregations may offer more.

Reimbursement Guidelines:

Cell Phone	\$25-75/month
Mileage	IRS Rate (\$0.70 for 2025; 2026 tbd)
Continuing Education	\$500 minimum

Supply Clergy Rates:

One Service	\$165, plus mileage
Two Services	\$190, plus mileage
Additional Services	Negotiable

Important Benefits Policies:

Medical and dental insurance are paid through the diocesan budget for clergy scheduled to work at least 30 hours per week. Coverage is also provided to a rector or priest in charge of a congregation scheduled to work at least 20 hours per week, including situations where more than one priest share the role of rector or priest in charge. Clergy participating in diocesan medical insurance are responsible for paying 25% of their medical insurance premium via payroll withholding. They are also responsible for paying the dental insurance premium in excess of the cost of the single Delta Dental Basic plan via payroll withholding. Rates are published on the [diocesan website](#). A congregation may not pay the clergy portion of the health insurance premium from its budget, nor may it require clergy to pay their portion of the premium other than via payroll withholding.

Lay Employees

Compensation Guidelines

Congregations are legally required to pay at least the Indiana minimum wage of \$7.25 per hour. The diocese strongly encourages congregations to pay its lay employees a [living wage](#). Congregations are also required to pay all applicable taxes. Employees who use their personal vehicle for business purposes shall be reimbursed at the applicable IRS rate.

Recommended Salary Adjustment:

2026 Cost of Living Increase² 3.0%

Mandatory Retirement Benefits

Lay employees scheduled to work at least 1,000 hours per year must be offered retirement benefits. One of the following options may be offered, at the employer's option:

- 1) Enrollment in the Lay Defined Benefit Plan: assessment equivalent to 9% of employee's salary. 5-year vesting period.
- 2) Enrollment in the Lay Defined Contribution Plan: employer contribution equivalent to 5% of employee's salary, plus a dollar for dollar match of employee contributions, up to 4% of salary. Immediate vesting.

Employers may be more generous, within legal limits.

Mandatory Medical Benefits

Lay employees scheduled to work at least 1,500 hours per year must be offered medical insurance benefits at terms identical to those provided diocesan clergy.

Optional Benefits

Employers may offer lay employees scheduled to work 1,000 hours per year life and disability insurance, which may be employer or employee paid.

Employment Non-Discrimination

It is Diocesan policy that equal employment opportunities be available to all without regard to race, sex, age within statutory limits, color, national origin, sexual orientation, gender identity, citizenship status, HIV status, or disability. This policy applies to all employees and applicants for employment and to all phases of employment, including hiring, placement, promotion, demotion, transfer, recruiting, advertising, treatment during employment, rates of pay or other forms of compensation, selection for training, and termination of employment.

² The recommended cost of living increase is a suggested minimum; congregations may offer more.