

## **REMUNERATION FOR CLERGY IN THE DIOCESE OF DAVENPORT**

### **I. Priests**

Since priests dedicate themselves to ecclesiastical ministry, they deserve remuneration that is consistent with their condition, considering the nature of their function by which they can provide for the necessities of their life as well as the equitable payment of those whose services they need.

- A. Annual increase approximating the Social Security Administration calculation.
- B. Seniority Remuneration  
0.35% of the base per year ordained (as of December 31)
- C. SECA Offset  
All priests of the Diocese receive SECA offset equal to 10% of the base, plus seniority, plus housing provision. This provides assistance for applicable self-employment tax and itself becomes taxable income for the priest.
- D. Housing Provision  
As a general rule, housing is provided by the institution for which the priest performs service. The value is taxable for self-employment tax but not income tax.
- E. Accountable Plan  
All priests of the Diocese should have an accountable plan available to them up to the amount of \$6,500. Business-related expenses are reimbursed from this plan.
- F. Food Allowance  
No rectory provision or food allowance is given. A priest's base remuneration is designed to cover any personal food costs. Food allowance cannot be offered under the Accountable Plan.
- G. Mileage Reimbursement  
No transportation allowance is given. Reimbursable business mileage is included as part of the Accountable Plan. In addition, a priest should maintain personal ownership of his automobile. The institution should not maintain ownership of a vehicle for a priest's personal use.
- H. Sacramental Minister/ Weekend/ Holy Day Assistance
  1. For each weekend Mass he offers, he will be paid \$50.
  2. If he is expected to offer the Sacrament of Reconciliation prior to weekend Masses, he will be paid an additional \$25.
  3. He will be reimbursed for mileage at the diocesan rate if his one-way travel is more than 10 miles.

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4. Retired priests who assist at Communal Penance Services and drive more than ten miles will be reimbursed at the diocesan mileage rate.
  5. An understanding between the pastor and the supply priest regarding the provision for hospitality and meals is to be determined prior to the arrival of the supply priest. The supply priest is to be accorded reasonable hospitality and meal(s).
  6. The supply priest has a right to receive his remuneration at the time the work is performed. Check(s) should be available to the priest when he arrives.
  7. The Mass stipend is to be paid in addition to the amounts above.
- I. Weekday Assistance
1. \$25 per weekday plus Mass Stipend
  2. Mileage (when over 10 miles one way)
- J. Religious communities are exempted from this policy.
- K. Priest Moderator  
A priest moderator is remunerated based on the needed level of involvement.
- L. Other Ministries Outside Diocesan Entities  
There are situations that occur whereby a priest incardinated in the Diocese of Davenport is engaged in ministry at a secular entity (e.g., Veterans' Administration, University of Iowa, Federal Government, hospitals, etc.). The Diocese cannot control the remuneration provided by the secular entity to the priest. However, in accordance with the Diocesan Synod, a priest should receive no more than one salary for his work. For those instances in which a priest is working in a diocesan capacity (pastor, parochial vicar, etc.) concurrent with a secular capacity, there will be a reasonable proration of remuneration under the diocesan schedule.
- M. Retired Priests Providing the Sacrament of Reconciliation
1. \$25 per communal gathering
  2. Mileage (when over 10 miles one way)

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- N. Post-Presbyteral Ordination and Prior to First Assignment
1. The Diocese will provide room and board at St. Vincent Center if needed. A salary or stipend is not provided by the Diocese.
  2. The priest may receive remuneration from the entity served as a supply priest according to this policy.
- II. Deacons
- A. All Deacons
- The Deacon is a non-salaried minister unless otherwise employed by a parish, organization or agency of the diocese, at which time a separate employment contract must be drawn up and agreed to by all parties involved. The parish, organization or agency of the diocese will normally reimburse out-of-pocket expenses and pay for any education and other ministry-related expenses required to carry out the ministries listed above and are also encouraged to pay for a spouse's education related to ministry of the deacon (Diaconate Ministry Worksheet Agreement).
- B. In the absence of a priest, a deacon should preside at liturgies outside of Mass<sup>1</sup>. If a deacon assigned to the parish is not available or a deacon is not assigned to the parish, a deacon from a neighboring parish, from the deanery or from outside of the deanery should be contacted to preside at the liturgy.
1. Deacons may be assigned by the bishop as sacramental ministers in addition to their regular parish assignment(s). Assignments as sacramental ministers are specific to liturgical ministry. Regular diaconal parish assignments are more inclusive in the three areas of diaconal ministry.
- C. Weekend Assistance Outside of a Parish Assignment, Including Sacramental Minister
1. For the first liturgy of the weekend at which the supply deacon presides (such as funeral vigil, funeral outside of Mass, baptism outside of Mass, marriage outside of Mass, SCAP), he will be paid \$50.
  2. For each successive weekend liturgy at which he presides, he will be paid \$50.
  3. He will be reimbursed for mileage at the diocesan rate if his one-way travel is more than 10 miles.
  4. An understanding between the priest moderator and the supply deacon regarding the provision for hospitality and meals is to be determined prior to the arrival of the supply deacon. The supply deacon is to be accorded reasonable hospitality and meal(s).

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<sup>1</sup> Lumen Gentium 29; Book of Blessings 18c.

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- D. Weekday Assistance Outside of a Parish Assignment, Including Sacramental Minister
  - 1. \$25 per weekday liturgy
  - 2. Mileage (when over 10 miles one way)