

Episcopal Diocese of Texas

Congregational Norms

The Congregation

Membership	250+	60-250	Less than 60
ASA	120 & growing for last 2 years	30-120	30
Pledges	60+	15-60	Less than 15

Their Finances

Approximate Minimum Budget <i>(Note R)</i>	\$180,000	\$45,000 - \$180,000	\$0 - \$45,000
Assessment	Paid in full	Paid in full for the last two years	N/A
Asking	Paid in full	Paid in full for the last two years	N/A
Maintenance	Must be able to show provision in the budget for ongoing maintenance of their physical plant		

Their Clergy

Clergy	Full-Time Paid by Congregation <i>(Note C)</i>	Full-Time or Bi-Vocational	Supply Clergy or Bi-Vocational
Compensation			
Full Time	\$72,000+	\$60,000	N/A
Bi-Vocational	N/A	\$-0-	\$-0-
Supply			Supply Rate

NOTES

C – A parish must demonstrate the ability to support a full-time rector within 6 months of a vacancy. This is in accordance with the Canons of the Diocese.

Debt – Ideally, debt service should be less than 10% of the budget and never more than 15%.

R – Compensation for the priest may be less if the congregation supplies a rectory. This could amount to as much as \$30,000 per year, depending on the rental rates in the area.