

Salary, Benefits & Staff

One of our spiritual practices at St Matthew's is generosity. We believe St Matthew's is in a healthy financial position. We have no debt. We have kept a modest amount of reserves. We seek to be [good stewards](#) and discern how God may be calling us to use our resources.

The vestry looks forward to discerning with our new rector how to allocate our financial resources to different staff positions. Our parish relies significantly on volunteers. Historically, except for a couple of years, we have had only one full time priest with one or more part time priests and other staff. In recent years, our areas of staffing include:

- Rector-Full Time Priest
- Children, Youth and Intergenerational Ministry-Priest or Lay
- Music Director-Lay
- Pastoral Care-Priest
- Office Manager-Lay
- Bookkeeper-Lay

Our previous priest and some of our staff have not needed health insurance as they have been covered under their spouse's health plan. Health insurance costs potentially can have a substantial effect on our budget. With a new rector and new children, youth and intergenerational ministry leader expected in 2023 we look forward to discerning with our new rector how to best use our financial resources for staff support for our ministries. Any priest interested in being considered as our new rector can see an illustration below of what a 2023 budget might look like as we discern together how we might use our resources. For further information please see [2021 Annual Report](#).

St. Matthew's is financially prepared to offer our new rector whatever salary and benefit is appropriate. We also have reserves set aside for financial assistance in moving to the Twin Cities or possible other relocation expenses. We expect the salary for our new rector likely to be in the range of \$80,000 to \$100,000. Below is an example of a possible 2023 budget reflecting a rector salary of \$90,000 plus benefits.

Illustration of Possible 2023 St Matthew's Budget

Possible 2023 Revenue (Assumes same as 2022)		\$443,000
Salaries AND Benefits		
Rector-Full Time Priest*	\$137,000	
Children, Youth and Intergenerational Ministry-Part Half Time**	\$50,000	
Music Director-Part Time	\$45,000	
Pastoral Care-Priest Part Time***	\$12,000	
Office Manager-Part Time	\$40,000	
Bookkeeper-Part Time	\$10,000	
Total Salaries & Benefits		\$294,000
Diocese Contribution		\$55,000
Building Costs		\$45,000
Administrative		\$35,000
Worship		<u>\$14,000</u>
Total Operating Expenses		\$443,000
Net Income		\$0

*Salary \$90,000 + Family Health plan \$20,748 + Pensions and Soc. Sec contributions \$23,085+ possible continuing education and other expenses.

** Interim person in this position expected for 7/2022 to 6/2023

*** Interim clergy currently in this position.