Parish Council Training Video Discussion Slides

Archdiocese Benefits Office
A Ministry of the Greek Orthodox Archdiocese of America
In November 2016 the Greek Orthodox Archdiocese was Awarded $1,000,000 Over 3 Years to be Used for the Following:

- Launch educational programs to increase Clergy financial literacy and management skills.
- Educate Parish Leadership about key economic challenges of Clergy and actions they can take to address them.
- Provide initial seed funding for a Ministerial Excellence Fund to make grants to Priests to reduce their financial challenges.
Goals of the Clergy Initiative

❖ Improve the financial literacy and management skills of Clergy through educational programs and grants.

❖ Increase Clergy’s ability to provide capable fiscal leadership for the Parishes and Ministries under their care.

❖ Educate lay leadership on the uniqueness of the Clergy family and the special challenges they face.

❖ Encourage the development of ministerial excellence funds across the entire Church from Parish to Metropolis to Archdiocese.
Why Lilly Endowment Cares About Economic Challenges Facing Pastoral Leaders

- Across all denominations the financial burdens carried by Pastoral Leaders are significant barriers to effective, faithful and fruitful ministry.

- Personal financial literacy contributes to healthier and stronger Pastoral Leadership.

- Clergy who are capable of providing excellent financial and managerial leadership can make invaluable contributions to the health and vitality of Ministry in the Parishes they serve.

- Flourishing local congregations, with capable financial and managerial leadership from Clergy and laity alike, can better fund ministries that share and participate in the generosity of God for all creation.
The Surveys Used for This Presentation

This program is data based

- Danielson Institute *Trauma, Relational Spirituality, and Resilience: A Study of Greek Orthodox Priests and Presvyteres* N= 209, (Presvyteres N=113, Priests N=96)
- Two from the Metropolis of Atlanta Strategic Plan Clergy Task Force
  - Goals 2.1 Clergy Development Program N = 62 or 59% of all Clergy and Deacons
  - Goal 2.3 Clergy Evaluation Program N= 64 or 71% of all Clergy
- Danielson Institute Center for Family Care Clergy Initiative Survey
- Note the sample sizes are large enough and thus sufficiently powered to be statistically significant.
Center for Family Care Survey Details

- The survey was conducted by the Danielson Institute at Boston University (185 Bay State Rd, Boston MA 02215 - web: [www.bu.edu/danielsen](http://www.bu.edu/danielsen)).
- All Pastoral Leaders, active and retired of our Archdiocese and their spouses were invited to participate in the survey.
- Results were tabulated separately for Pastoral Leaders and Presvyteres.
- The survey went out to 654 Priests and 525 Presvyteres. Of those, 158 Priests or 24% and 89 or 17% Presvyteres responded.
- The data from the Pastoral Leaders has been used as our primary data set due to the higher number of respondents although the data are quite similar for Priests and Presvyteres.
- Please note that we did survey the 30 and under group with fewer results. That group is typically the smallest group amongst the Clergy as 30 is the canonical age for Ordination to the Priesthood.
Outside Sources Were Also Used to Validate Our Findings

- Evangelical Pastor Study presented to the National Association of Evangelicals in 2015 and compiled by Grey Matter Research and Consulting (4,249 respondents, 19 denominations, only senior Pastors).
- Association of Theological Schools 2014 analysis of student debt.
Discuss the theology of the Priesthood as it relates to you, your Parish, and Parish Council. What does it mean to me, the average person, who is sitting in the pew on Sunday?
What is a Priest

Orthodox Priests are called to preach, teach, heal, reconcile, counsel and bring people to a saving relationship with Christ and His Church. A Pastor’s work must be both God-centered and person-oriented, since persons and their spiritual needs are the raw material of their Ministry.

Persons are not only the objects of God’s love, but also the means through which God is made known to them. The Scriptures are clear, that love of God is to be shown through love of persons.

A Priest’s success is largely driven by his ability to love and be loved by others, to work well with people, and to resolve conflict whenever it arises in his work with people.
What is your understanding of Clergy demographics and finances?
The majority of the respondents were in the higher age groups.

Clergy Initiative study by the Danielson Institute 2016
Residence

The Northeast was the most represented location with the others being fairly even.

52% of Clergy live in areas with a higher than average cost of living.
How Many Hours Does the Average Priest Work?

**Metropolis of Atlanta Strategic Plan Goal 2.1 Clergy Development**

- **50 – 70 hours**: 51%
- **30 - 50 hours**: 30%
- **> 70 hours**: 16%
- **< 20 hours**: 3%

Legend:
- > 70
- 50 - 70
- 30 - 50
- 20 - 30
- < 20
The Clergy Compensation Plan Guidelines for 2020

In accordance with the *Uniform Parish Regulations* of the Archdiocese, the annual compensation package for the year 2020 includes: (A) Salary and Housing Allowance, and (B) Benefits, as outlined below.

A. **SALARY and HOUSING ALLOWANCE**

<table>
<thead>
<tr>
<th>YEARS OF SERVICE</th>
<th>REMUNERATION RANGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Up to 5 years</td>
<td>$ 56,496 - $ 76,488</td>
</tr>
<tr>
<td>6 – 10 years</td>
<td>$ 76,488 - $ 85,200</td>
</tr>
<tr>
<td>11 – 15 years</td>
<td>$ 85,200 - $ 97,656</td>
</tr>
<tr>
<td>16 – 20 years</td>
<td>$ 97,656 - $108,504</td>
</tr>
<tr>
<td>21 – 25 years</td>
<td>$108,504 - $116,184</td>
</tr>
<tr>
<td>26 – 30 years</td>
<td>$116,184 - $123,672</td>
</tr>
<tr>
<td>31 – 35 years</td>
<td>$123,672 - $130,824</td>
</tr>
<tr>
<td>Over 35 years</td>
<td>$130,824 - $138,096</td>
</tr>
</tbody>
</table>

**NOTES**

a) It is suggested that the **annual minimum** increase in a clergyman’s remuneration include an **annual cost of living increase** beginning January 1st of each year.

b) When using these remuneration ranges, the Parish Council should consider the size of the parish and factor the relative cost of living for its specific geographic area.

c) In the event a parish provides “housing” by making available a parish owned home, then an equitable and reasonable “deduction adjustment” should be made from the Salary and Housing Allowance figures above, based on the local fair market rental value of the home being provided.

d) Any exception to the Clergy Compensation Plan Guidelines must be approved by the clergyman’s Hierarch.
Clergy Compensation ($)

Average $84,317
Median  $60,180

Clergy Initiative Study by the Danielson Institute 2016
## Median (Full-Time) Clergy Income by Denomination: 2015

<table>
<thead>
<tr>
<th>Denomination</th>
<th>Median Income</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Episcopal Church</td>
<td>$75,355</td>
</tr>
<tr>
<td>Christian Reformed Church in North America</td>
<td>$75,000</td>
</tr>
<tr>
<td>Evangelical Lutheran Church in America</td>
<td>$63,000</td>
</tr>
<tr>
<td>Assemblies of God</td>
<td>$42,351</td>
</tr>
<tr>
<td>Church of the Nazarene</td>
<td>$41,747</td>
</tr>
</tbody>
</table>
Satisfaction with Compensation

35% of Clergy reported being mostly satisfied to satisfied with their compensation. 45% reported being slightly to dissatisfied.

- Satisfied: 9%
- More than Slightly Satisfied: 20%
- Mostly Satisfied: 26%
- Slightly Satisfied: 31%
- Dissatisfied: 14%

How often has your Priest refused a raise because they wanted to be sure their Parish was financially healthy?

Clergy Initiative Study by the Danielson Institute 2016
The Majority of our Clergy are Often Living Paycheck to Paycheck

Percent

- All the time
- Sometimes
- Rarely
- Never
Discuss what some of the unique challenges Clergy, Presvyteres and their families face. How could these challenges impact your Priest’s health?
## Approximate Vacation Days Per Year
(Metropolis of Atlanta Strategic Plan Goal 2.1 Survey)

<table>
<thead>
<tr>
<th>Vacation Days</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cannot afford a vacation</td>
<td>11.9</td>
</tr>
<tr>
<td>Two weeks or less</td>
<td>47.4</td>
</tr>
<tr>
<td>Two to 3 weeks</td>
<td>23.7</td>
</tr>
<tr>
<td>More than 3 weeks</td>
<td>16.3</td>
</tr>
<tr>
<td>Substitute clergy not available</td>
<td>0.7</td>
</tr>
</tbody>
</table>
In the past 6 months how often have you been bothered by the following?

<table>
<thead>
<tr>
<th>Feeling</th>
<th>Several Days %</th>
<th>More than Half the Days %</th>
<th>Nearly Every Day %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Little or no interest or pleasure in doing things</td>
<td>48</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Trouble falling asleep, staying asleep or sleeping too much</td>
<td>47</td>
<td>19</td>
<td>3</td>
</tr>
<tr>
<td>Feeling tired or having little energy</td>
<td>63</td>
<td>16</td>
<td>5</td>
</tr>
<tr>
<td>Poor appetite or overeating</td>
<td>35</td>
<td>21</td>
<td>3</td>
</tr>
<tr>
<td>Feeling bad about yourself, feeling that you are a failure or feeling that you have let yourself or your family down</td>
<td>45</td>
<td>5</td>
<td>0</td>
</tr>
<tr>
<td>Feelings of sadness, anxiety, worthlessness or shame</td>
<td>56</td>
<td>3</td>
<td>2</td>
</tr>
</tbody>
</table>
Clergy Health and Wellness

When given an opportunity to measure trauma symptoms and indicate whether in the past several years they had experienced, witnessed, or been confronted by events or experiences in their ministry which involved feeling overwhelmed, fearful, or helpless, 54% of respondents indicated “yes.” Of those who said “yes,” about 80% indicated trauma-related symptoms at a clinical level.

Thus, over 40% of the overall sample endorsed trauma-related symptoms at a level that could potentially meet criteria for Post-Traumatic Stress Disorder (PTSD).

Danielson Institute Trauma, Relational Spirituality, and Resilience: A Study of Greek Orthodox Priests and Presbyters
What do you know about our Clergy educational requirements, debt and how they impact ministerial excellence?
Master of Divinity—3-Year Program

[For Seminarians of the Greek Orthodox Archdiocese who are graduates of the Hellenic College Religious Studies A Program]

**Fall Semester Spring Semester**

**Year 1**
- Church History I 3 Church History II 3
- Liturgical Greek 3 Liturgics 3
- Patrology 3 Old Testament Exegesis 3
- Religious Education* 3 Youth Ministry* 3
- Byzantine Music VII 1.5 Byzantine Music VIII 1.5
- Orthodox Ethos 1 Orthodox Ethos 1_
- Voice Class 0.5 14.5

**15**

**Year 2**
- Dogmatics I 3 Dogmatics II 3
- Pastoral Care I* 3 Pastoral Care II 3
- Ethics 3 Social Ministries* 3
- Elective 3 New Testament Exegesis 3
- Elective 3 Ecumenical Patriarch 3_

**15 15**

**Year 3**
- Canon Law 3 Ecumenism/World Religions 3
- Parish Leadership and Administration I* 3 Parish Leadership and Administration II* 3
- Preaching 3 Preaching Practicum 0
- Teleturgics I 1.5 Teleturgics II 1.5
- Thesis or Elective 3 Thesis or Elective 3
- Elective 3 Elective 3_

**16.5 Elective 3_**

**16.5**

**Total Credits 92.5**

Preaching is a single course offered in two segments. The first consists of classroom instruction in the Fall Semester, and the second involves the final preparation and public delivery of the sermon during the Spring Semester. The letter grade for this three-credit course is given at the end of the Spring Semester.

*This is also a Field Education course and includes a site placement.*
Average Seminarian Debt: Hellenic College/Holy Cross Greek Orthodox School of Theology

- Undergraduate: $23,871
- Graduate: $47,720

These numbers are an incomplete representation of seminarian debt. There appears to be a fairly wide range with some graduates having considerably larger amounts of debt. For many students, especially for married students with families, the debt includes borrowing to care for their families. Other students may have debt from a prior degree in addition to the debt incurred to cover family living expenses while at the Seminary. Additional analysis is needed to gain a better understanding of this important issue.
Impact of Student Loan Debt

A seminarian graduates, gets ordained and has his tuition paid by a Leadership 100 grant to Holy Cross. He is married and has 2 young children. His spouse works part time but still has to borrow $50,000 for living expenses during his 3-4 years at Holy Cross.

The starting salary Clergy Compensation Plan guidelines for 2019 are $54,840 – 74,256.

His monthly student debt payment is $516.99 for 10 years.

He already has outstanding debt from his first degree.

He accepts a position as an Ephimerios at the 2019 Clergy Compensation Guideline minimum of $54,840 at a large parish in a large city.

Presvytera also works either full or part time.

Children attend day care.

What is wrong with this scenario?
68% of Clergy feel mild to overwhelming financial stress.
59% of Priests reported that they are currently saving less than 5% of take-home pay.
46.7% of Clergy report that they could not come up with more than $5,000 if faced with an unexpected emergency.

Nationally 20% of all Americans surveyed cannot come up with $2,000.*

*FINRA 2016
National Survey: Rainy Day Funds

- 46% of all Americans surveyed have set aside 3 months worth of emergency funds.
- 62% of those with college or more have set aside 3 months worth of emergency funds.
- Only 11% of those with incomes over $75,000 could not come up with $2,000.

FINRA; Financial Capability in the United States 2016
28% of Clergy have No Personal Savings.

Total Personal Savings Outside of Retirement

- 28%
- 21%
- 21%
- 13%
- 18%
Retirement Savings

GOA: 16% of Clergy have nothing saved for retirement. 53% have less then $49,000.

<table>
<thead>
<tr>
<th>Amount</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nothing</td>
<td>16%</td>
</tr>
<tr>
<td>Under...</td>
<td>16%</td>
</tr>
<tr>
<td>$10-49k</td>
<td>21%</td>
</tr>
<tr>
<td>$50-99k</td>
<td>18%</td>
</tr>
<tr>
<td>$100-199k</td>
<td>15%</td>
</tr>
<tr>
<td>$200k+</td>
<td>15%</td>
</tr>
</tbody>
</table>

Evangelical
20% have nothing saved. Average $98,000 but is skewed by a few Median $ 30,000.
71.1% of Clergy reported having some sort of additional income.
Younger Priests showed greater signs of financial distress. Suggesting that carrying education debt while just starting out as a Priest is causing distress.
Do you think financial stress results in any of the following physical and/or emotional health issues for you?

<table>
<thead>
<tr>
<th>Health Issue</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Weight gain/loss</td>
<td>43.9</td>
</tr>
<tr>
<td>Lack of energy or motivation</td>
<td>36.9</td>
</tr>
<tr>
<td>Emotional difficulties/conditions</td>
<td>31.8</td>
</tr>
<tr>
<td>A physical health condition or exacerbation of a condition</td>
<td>25.5</td>
</tr>
<tr>
<td>Not applicable</td>
<td>25.5</td>
</tr>
<tr>
<td>An inability to afford an exercise program that would help reduce your stress</td>
<td>20.4</td>
</tr>
<tr>
<td>Physical pain</td>
<td>20.4</td>
</tr>
<tr>
<td>Other</td>
<td>3.8</td>
</tr>
</tbody>
</table>
The more in agreement, the more likely the couple had less stress regarding their finances.
What is Your Parish obligation to their Priest, Presvytera and Clergy family?
How Would You Describe Your Church Financial Situation

Thankfully the majority of our Parishes are in a somewhat solid or better financial situation.

- Very solid, no concerns: 10.9%
- Mostly solid, few concerns: 35.9%
- Somewhat solid, concerns: 37.5%
- Mostly shaky, many concerns: 10.2%
- Very shaky, significant concerns: 5.5%

Clergy Initiative Study by the Danielson Institute 2016
Article 17 Clergy Section 8: The Archdiocesan Council and the Archdiocesan Benefits Committee will establish remunerative standards for the Clergy. These standards, for the following year, shall be sent to each Parish annually, by September 30.

A. After the review and approval of the respective Hierarch, each Parish shall be obliged:
   1. To assume the moving and travel expenses when a Priest is assigned to a Parish.
   2. To compensate the Priest appropriately according to the established remunerative standards for the Clergy as found in the Clergy Compensation Plan.
   3. To provide a housing allowance or a Parish House including the payment of all utilities for such Parish House. This designation is to be in the form of a Parish Council resolution and should be designated in advance of payment.
   4. To provide the family Orthodox Health Plan Coverage (or single coverage as applicable).
   5. To pay the full cost of existing Social Security (FICA/SECA) coverage at the full self-employment rate.
   6. To either purchase or lease an automobile for use by the Priest and cover all related expenses.
   7. To defray all expenses incurred in attending Clergy-Laity Congresses or Local Assemblies.
   8. To provide for an annual vacation period of fifteen (15) calendar days, plus an additional week for each five (5) years of ordained service (up to a maximum of five (5) weeks), regardless of the amount of time served in his current Parish. Prior to absenting himself from his Parish, a Priest shall obtain written permission from the respective Hierarch.
   9. To provide for a paid sabbatical of three (3) months after six (6) years of continuous service in the same Parish.

B. No Parish shall reduce, withhold or adversely alter a Priest's remuneration without the consent of the respective Hierarch.
Parish Retirement Plan Obligation - $700

What is this for?

❖ Covers the operating expenses of the Archdiocese Benefits Office.

❖ Covers ancillary benefits (life insurance long-term disability, accidental death and dismemberment, travel accident insurance, world travel insurance and confidential assistance plan).

❖ Remainder invested in Clergy pension portfolio.

❖ Clergy must participate in retirement plan to receive above benefits.
States vs. GOA Clergy Retirement Plan

For states the news continues to worsen
2016 average 71.1
2014 average 75.6

Clergy Benefit Plan Funding Ratio
53%

Meisler L, Bloomberg 8/29/17
The smaller the Parish, the higher the financial stress level of the Priest and the larger the Parish the lower the financial stress level.
Please consult a CPA in your state that understands the IRS tax code as it relates to Clergy remuneration.
Just a Few Resources
There are Countless Others

- Budgeting and Understanding Financial Statements Videos on Clergy Initiative Website
- A Pastors Toolbox: Management Skills for Parish Leadership (Seton Hall)
- Parish Finance: Best Practices in Church Management (Villanova)
Resources Continued

❖ Center for Church Management @ Villanova School of Business
❖ Lilly Family School of Philanthropy @ University of Indiana
❖ Lake Institute on Faith and Giving @ University of Indiana
❖ Clergy Health Initiative @ Duke School of Divinity
Importance of healthy Clergyman, Presvytera and family to a thriving Parish.

As we have seen during the course of this program our Clergy face unique psychological and economic challenges that impact their ministerial effectiveness. Serving as a Parish Council member you are in a unique position to impact not only the life of your Priest and his family but equally as important your work will directly impact the life of your Parish. Happy healthy Clergy tend to lead vibrant Parishes.
Metropolis of Atlanta Strategic Plan Task Force

Goal 2.3 Clergy Evaluation

- Interviewed Numerous Priests on:
  - Key metrics that they believe are **CURRENTLY** important indicators of Church performance.
  - Skills and behaviors that distinguish Priest performance in their roles.

- Surveyed 64 Priests on:
  - Their perceptions of Metric Effectiveness.
  - Their perceptions of skills and behaviors that **CURRENTLY** distinguish Priest performance.
### Metropolis of Atlanta Strategic Plan Task Force Goal 2.3

#### Clergy Evaluation

#### Most Important Behaviors (5-point scale)

<table>
<thead>
<tr>
<th>Behavior</th>
<th>Frequency</th>
<th>Importance</th>
<th>Combined</th>
</tr>
</thead>
<tbody>
<tr>
<td>Be willing to listen</td>
<td>4.65</td>
<td>4.84</td>
<td>22.52</td>
</tr>
<tr>
<td><strong>Must take your marriage as seriously as the Church</strong></td>
<td>4.56</td>
<td>4.88</td>
<td>22.26</td>
</tr>
<tr>
<td>Being loving to the flock</td>
<td>4.63</td>
<td>4.76</td>
<td>22.03</td>
</tr>
<tr>
<td>Does not treat the Priesthood as a job only</td>
<td>4.57</td>
<td>4.73</td>
<td>21.62</td>
</tr>
<tr>
<td><strong>Not ignore their own family</strong></td>
<td>4.48</td>
<td>4.80</td>
<td>21.50</td>
</tr>
<tr>
<td>Treats everyone the same no matter of status</td>
<td>4.50</td>
<td>4.59</td>
<td>20.64</td>
</tr>
<tr>
<td>Being personable with the people no matter who they are</td>
<td>4.44</td>
<td>4.63</td>
<td>20.60</td>
</tr>
<tr>
<td>Prepared for sermons</td>
<td>4.43</td>
<td>4.60</td>
<td>20.39</td>
</tr>
<tr>
<td>True servant leaders, they serve others</td>
<td>4.41</td>
<td>4.62</td>
<td>20.38</td>
</tr>
<tr>
<td>They make time for their own prayers</td>
<td>4.24</td>
<td>4.71</td>
<td>19.98</td>
</tr>
</tbody>
</table>
Current State of Pastoral Ministry

Some Clergy are more skilled at dealing with conflict than others. One’s happiness, spiritual and emotional health, and vocational satisfaction are often driven by one’s success, or lack thereof, in dealing with conflict. Our research suggests that the current state of Pastoral Ministry for Greek Orthodox Clergy is both edifying, but, for many, is the cause of stress and trauma.
What Can We Do?

❖ Be sensitive to the unique financial and psychological needs of our Clergy and their families.
❖ Expand resources and educational opportunities available thru the Center for Clergy Care.
❖ Create Metropolis Ministerial Excellence funds to assist with student debt reduction, etc.
❖ Fully fund Clergy retirement plan.
❖ Each Parish should honor its commitment to the Clergy retirement plan.
Ministry is a deeply meaningful and satisfying calling.

There is growing evidence that Clergy and their families are at significant risk for mental and physical problems including trauma symptoms.

We have underappreciated the financial strain our Clergy and their families are under with inadequate savings for retirement, emergencies, large purchases and education.

Clergy are not well equipped to manage their personal finances or their congregations’ finances.

Laity have underappreciated the financial and emotional challenges our Clergy and their families face while they suffer in silence.
After describing his family’s financial struggles one of our Clergy respondents said: “...despite all of these challenges - I consider it a distinct honor to carry our Lord's Cross in the ministry of the Priesthood! And, even if I knew all of this many years ago (speaking of the struggles his family would go through financially) I would still say “yes” to our Lord who called me, a sinful man to become one of His Priests.”
To your knowledge what are some of the unique economic, psychological and health challenges Orthodox Clergy, Presvyteres and families face. What insights have you gained from the video?