

**Diocese of Western New York**  
**Clergy Minimum Compensation Scales - Housing Provided**  
**2024**

		<b>Group 1</b>	<b>Group 2</b>	<b>Group 3</b>
A. Cash Stipend	A.	85,876	71,879	59,900
B1. Fair Market Value (Estimate - 30% of A)	B1.	25,763	21,564	17,970
B2. Assessable Housing (for Pension Calculation)	B2.	29,169	24,553	20,602
C. Utilities (Actual or \$1500/year)	C.	1,500	1,500	1,500
Total of (A+B1+C)	**	<u>113,139</u>	<u>94,943</u>	<u>79,370</u>
D. SECA Reimbursement (7.65% of **)	D.	8,655	7,263	6,072
<b>Total Cash Compensation ****</b>		<b>94,531</b>	<b>79,142</b>	<b>65,972</b>
E. Pension Premium (18% of A + B2+ C + D + K)	E.	22,752	19,151	16,069
F. Worker's Compensation (Est. \$1 per \$100 of **)	F.	1,131	949	794
H. Life Insurance Premiums (\$40,000 Coverage)	H.	293	293	293
I. Travel/Professional Allowance (Paid by Churches)	I.	4,500	4,500	4,500
J. Continuing Education Allowance (Minimum)	J.	1,000	1,000	1,000
K. Housing Equity Allowance	K.	1,200	1,200	1,200
<b>Total Benefits excluding Health Insurance</b>		<b>30,876</b>	<b>27,093</b>	<b>23,856</b>
G. Medical & Dental Insurance Premiums (BCBS PPO 90)				
Declined - Contact Jeff Mills				
Single		10,404	10,404	10,404
Employee + Spouse		20,808	20,808	20,808
Employee + Children		18,732	18,732	18,732
Family		31,212	31,212	31,212

**Summary of Clergy Packages**

<b>Total Compensation - Single</b>	<b>135,811</b>	<b>116,639</b>	<b>100,232</b>
<b>Total Compensation - + Spouse</b>	<b>146,215</b>	<b>127,043</b>	<b>110,636</b>
<b>Total Compensation - + Children</b>	<b>144,139</b>	<b>124,967</b>	<b>108,560</b>
<b>Total Compensation - Family</b>	<b>156,619</b>	<b>137,447</b>	<b>121,040</b>