

Diocese of Western New York

Clergy Minimum Compensation Scales - Cash Housing Allowance

2025

		Group 1	Group 2	Group 3
A. Cash Stipend	A.	88,195	73,820	61,517
B. Housing Allowance (30% of A)	B.	26,458	22,146	18,455
C. Utilities Allowance (Included in Housing Allowance)	C.	0	0	0
Total of (A+B+C)	**	114,653	95,966	79,972
D. SECA Reimbursement (7.65% of **)	D.	8,771	7,341	6,118
Total Cash Compensation	**	123,424	103,307	86,090
E. Pension Premium (18% of ****)	E.	22,216	18,595	15,496
F. Worker's Compensation (Est. \$1.0 per \$100 of **)	F.	1,147	960	800
H. Life Insurance Premiums (\$40,000 Coverage Est. Cost)	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
Total Benefits excluding Health Insurance		29,156	25,348	22,089
G. Medical & Dental Insurance Premiums (BCBS PPO 90) @ 80%				
** Employee is responsible for 20% of total medical package or at a negotiated %				
Declined - Contact Jeff Mills				
Single Rate @ 80%		9,677	9,677	9,677
Employee + Spouse @ 80%		19,354	19,354	19,354
Employee + Children @ 80%		17,414	17,414	17,414
Family @ 80%		29,030	29,030	29,030

Summary of Clergy Packages

Total Compensation - Single	162,257	138,332	117,856
Total Compensation - + Spouse	171,934	148,009	127,533
Total Compensation - + Children	169,994	146,069	125,593
Total Compensation - Family	181,610	157,685	137,209