

**Diocese of Western New York
Clergy Minimum Compensation Scales - Housing Provided
2025**

	Group 1	Group 2	Group 3
A. Cash Stipend	A. 88,195	73,820	61,517
B1. Fair Market Value (Estimate - 30% of A)	B1. 26,458	22,146	18,455
B2. Assessable Housing (for Pension Calculation)	B2. 29,934	25,193	21,135
C. Utilities (Actual or \$1500/year)	C. 1,500	1,500	1,500
Total of (A+B1+C)	** 116,153	97,466	81,472
D. SECA Reimbursement (7.65% of **)	D. 8,886	7,456	6,233
Total Cash Compensation **	97,081	81,276	67,750
E. Pension Premium (18% of A + B2+ C + D + K)	E. 23,349	19,650	16,485
F. Worker's Compensation (Est. \$1 per \$100 of **)	F. 1,162	975	815
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
K. Housing Equity Allowance	K. 1,200	1,200	1,200
Total Benefits excluding Health Insurance	31,504	27,618	24,293
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	138,262	118,571	101,720
Total Compensation - + Spouse	147,939	128,248	111,397
Total Compensation - + Children	145,999	126,308	109,457
Total Compensation - Family	157,615	137,924	121,073