

Diocese of Northwestern Pennsylvania
Clergy Minimum Compensation Scales - Housing Provided
2025

		Less than 2 Years	2 - 4 Years	4 - 6 Years	6 - 8 Years	More than 8 Years
A. Cash Stipend	A.	46,057	51,389	57,648	61,415	65,180
B1. Fair Market Value (Estimate - 30% of A)	B1.	13,817	15,417	17,294	18,425	19,554
B2. Assessable Housing (for Pension Calculation)	B2.	16,036	17,794	19,859	21,101	22,343
C. Utilities (Actual or \$1500/year)	C.	1,500	1,500	1,500	1,500	1,500
Total of (A+B1+C)	**	61,374	68,306	76,442	81,340	86,234
D. SECA Reimbursement (7.65% of **)	D.	4,695	5,225	5,848	6,223	6,597
Total Cash Compensation ****		50,752	56,614	63,496	67,638	71,777
E. Pension Premium (18% of A + B2+ C + D + K)	E.	12,508	13,879	15,490	16,459	17,428
F. Worker's Compensation (\$0.98 per \$100 of **)	F.	601	669	749	797	845
H. Life Insurance Premiums (\$25,000 Coverage)	H.	150	150	150	150	150
I. Travel/Professional Allowance (Paid by Churches)	I.	4,500	4,500	4,500	4,500	4,500
J. Continuing Education Allowance (Minimum)	J.	1,500	1,500	1,500	1,500	1,500
K. Housing Equity Allowance	K.	1,200	1,200	1,200	1,200	1,200
Total Benefits excluding Health Insurance		20,459	21,898	23,589	24,606	25,623
G. Medical & Dental Insurance Premiums (Cigna PPO 90)						
Declined - Contact Jeff Mills						
Single		14,616	14,616	14,616	14,616	14,616
Employee + Spouse		29,232	29,232	29,232	29,232	29,232
Employee + Children		26,316	26,316	26,316	26,316	26,316
Family		43,848	43,848	43,848	43,848	43,848

Summary of Clergy Packages

Total Compensation - Single	85,827	93,128	101,701	106,860	112,016
Total Compensation - + Spouse	100,443	107,744	116,317	121,476	126,632
Total Compensation - + Children	97,527	104,828	113,401	118,560	123,716
Total Compensation - Family	115,059	122,360	130,933	136,092	141,248