

**Diocese of Northwestern Pennsylvania  
Clergy Minimum Compensation Scales - Cash Housing Allowance  
2026**

		Less than 2 Years	2 - 4 Years	4 - 6 Years	6 - 8 Years	More than 8 Years
A. Cash Stipend	A.	47,301	52,777	59,205	63,073	66,940
B. Housing Allowance (30% of A)	B.	14,190	15,833	17,762	18,922	20,082
C. Utilities Allowance (Included in Housing Allowance)	C.	0	0	0	0	0
Total of (A+B+C)	**	<u>61,491</u>	<u>68,610</u>	<u>76,967</u>	<u>81,995</u>	<u>87,022</u>
D. SECA Reimbursement (7.65% of **)	D.	4,704	5,249	5,888	6,273	6,657
<b>Total Cash Compensation ****</b>		<b>66,195</b>	<b>73,859</b>	<b>82,855</b>	<b>88,268</b>	<b>93,679</b>
E. Pension Premium (18% of ****)	E.	11,915	13,295	14,914	15,888	16,862
F. Worker's Compensation (\$0.98 per \$100 of **)	F.	603	672	754	804	853
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
<b>Total Benefits excluding Health Insurance</b>		<b>18,668</b>	<b>20,117</b>	<b>21,818</b>	<b>22,842</b>	<b>23,865</b>
G. Medical & Dental Insurance Premiums (Cigna PPO 90)						
Declined - Contact Jeff Mills						
Single		15,660	15,660	15,660	15,660	15,660
Employee + Spouse		31,320	31,320	31,320	31,320	31,320
Employee + Children		28,188	28,188	28,188	28,188	28,188
Family		46,980	46,980	46,980	46,980	46,980

**Summary of Clergy Packages**

<b>Total Compensation - Single</b>	<b>100,523</b>	<b>109,636</b>	<b>120,333</b>	<b>126,770</b>	<b>133,204</b>
<b>Total Compensation - + Spouse</b>	<b>116,183</b>	<b>125,296</b>	<b>135,993</b>	<b>142,430</b>	<b>148,864</b>
<b>Total Compensation - + Children</b>	<b>113,051</b>	<b>122,164</b>	<b>132,861</b>	<b>139,298</b>	<b>145,732</b>
<b>Total Compensation - Family</b>	<b>131,843</b>	<b>140,956</b>	<b>151,653</b>	<b>158,090</b>	<b>164,524</b>