

**Diocese of Northwestern Pennsylvania
Clergy Minimum Compensation Scales - Housing Provided
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
B1. Fair Market Value (Estimate - 30% of A)	B1.	14,190	15,833	17,762	18,922	20,082
B2. Assessable Housing (for Pension Calculation)	B2.	16,446	18,252	20,372	21,648	22,924
C. Utilities (Actual or \$1500/year)	C.	1,500	1,500	1,500	1,500	1,500
Total of (A+B1+C)	**	62,991	70,110	78,467	83,495	88,522
D. SECA Reimbursement (7.65% of **)	D.	4,819	5,363	6,003	6,387	6,772
Total Cash Compensation ****		52,120	58,140	65,208	69,460	73,712
E. Pension Premium (18% of A + B2+ C + D + K)	E.	12,828	14,237	15,890	16,885	17,880
F. Worker's Compensation (\$0.98 per \$100 of **)	F.	617	687	769	818	868
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		20,795	22,274	24,009	25,053	26,098
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

Total Compensation - Single	88,575	96,074	104,877	110,173	115,470
Total Compensation - + Spouse	104,235	111,734	120,537	125,833	131,130
Total Compensation - + Children	101,103	108,602	117,405	122,701	127,998
Total Compensation - Family	119,895	127,394	136,197	141,493	146,790