

**CLERGY COMPENSATION REQUIREMENTS
DIOCESE OF CENTRAL NEW YORK – 2023**

Compensation for less than fulltime clergy shall be calculated by a factor of the percentage for a full-time cleric.

Minimum Cash Compensation for Full-time:	Type I – min \$43,262-max \$59,700
	Type II – min \$50,470-max \$69,649
	Type III– min \$57,673-max \$79,585
	Type IV– min \$66,155-max \$89,548
	50% Time Type I - min \$21,631-max \$29,850

Housing Allowance or Rectory Value **to be determined by parish**
Plus Housing Equity Allowance if living in Rectory

Social Security Allowance **7.65% of cash & housing**

**to be given to clergy as cash through the payroll -- Clergy are considered self-employed by the IRS, the social security/medicare tax for clergy is not withheld from the paycheck, but is paid by the clergyperson who is responsible for calculating and submitting the proper tax to the IRS.*

Pension Premium **18%**

(If no rectory, 18% of cash, SECA, and cash housing allowance)

**(If a rectory is provided, 18% of cash, SECA, plus 30% of (cash, SECA,
Utilities cost, equity allowance)**

Health Insurance (Diocesan Standard Plans)

(cost: approximately \$11,988 for individual; \$32,364 family plan)

Participation in the Denominational Health Insurance plan as required by The Episcopal Church. If cleric is already covered under a spouse's plan, the cleric and congregation can negotiate an equitable amount of money to be given in lieu of health insurance.

- Clergy hired before 1/1/16: actual cost (individual, 2-person, or family coverage).
- Clergy hired on or after 1/1/16: actual cost for individual coverage, 75% of the additional cost for 2-person or family coverage.

Dental Insurance – Full cost to the cleric.

One month annual paid vacation (4 weeks, including 5 Sundays)

Sabbatical leave of 3 months after 6 years of service

Professional Development Leave

Earned at the rate of two weeks per year, including one Sunday.

Reimbursement for tolls, parking fees and mileage at current IRS rate

**mileage from the clergy person's home to the church office is not a reimbursable expense.*

Workers' Compensation - *Usually covered in the parish's policy.*