

**CLERGY COMPENSATION REQUIREMENTS  
DIOCESE OF CENTRAL NEW YORK – 2024**

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

<b>Minimum Cash Compensation for Full-time:</b>	<b>Type I – min \$45,707-max \$63,074</b> <b>Type II – min \$53,322-max \$73,584</b> <b>Type III– min \$60,932-max \$84,081</b> <b>Type IV– min \$69,893-max \$94,607</b> <b>(50% Time Type I - min \$22,854-max \$31,537)</b>
---	--

<b>Housing Allowance or Rectory Value</b> <b>Plus Housing Equity Allowance if living in Rectory</b>	<b>to be determined by parish</b>
--	-----------------------------------

<b>Social Security Allowance</b>	<b>7.65% of cash &amp; housing</b>
----------------------------------	------------------------------------

*\*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.*

<b>Pension Premium</b> <b>(If no rectory, 18% of cash, SECA, and cash housing allowance)</b> <b>(If a rectory is provided, 18% of cash, SECA, plus 30% of (cash, SECA, Utilities cost, equity allowance)</b>	<b>18%</b>
--	------------

**Health Insurance (Diocesan Standard Plans )**  
*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.*

Diocesan policy (minimum requirement):

- 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 plus 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.*