CLERGY COMPENSATION REQUIREMENTS
DIOCESE OF CENTRAL NEW YORK – 2022

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 $40,238-max $55,527
Type II – min $46,942-max $64,780
Type III– min $53,641-max $74,021
Type IV– min $61,530-max $83,287
50% Time Type I - min $20,119-max $27,764

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 -- 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% of cash, Social Security, and housing)   18%

Health Insurance (Diocesan Standard Plans)
(cost: approximately $11,420 for individual; $30,856 family plan)
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. *Participation in the Denominational Health Insurance plan as required by The Episcopal Church. If cleric is alredy 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.*

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.*