

## **Resolution for the Diocese of Central Pennsylvania**

Adopted by the Council of Trustees of the Diocese of Central Pennsylvania  
Regarding Church Employee Compensation for the Diocese of the Susquehanna for 2026

Resolution Number:

Date Adopted: \_\_\_\_\_

Subject: Use of Existing Church Employee Compensation Policies During 2026.

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WHEREAS, there is a continuing need to emphasize the importance of an appropriate salary and adequate total compensation for clergy and laity of the diocese; and

WHEREAS, there is a need for total clergy and lay compensation to be appropriate in relationship to other dioceses; and

WHEREAS, government guidelines instruct the (a) clergy be issued Form W-2 (not form 1099), and (b) professional allowances be separated from stipend and managed according to an Accounts Reimbursable plan with their employer; and

WHEREAS, both Dioceses continue to face a continued increase in the number of congregations unable to sustain full time ordained ministry thus necessitating re-examination of how best to compensate ordained leadership at the congregational level; and

WHEREAS, the two dioceses have very different compensation policies

THEREFORE, BE IT RESOLVED THAT:

1. For the calendar year 2026, each geographic area corresponding to the Diocese of Central Pennsylvania and the former Diocese of Bethlehem shall continue to use its existing compensation policies with a recommended increase of 2.4%.
2. A Clergy Compensation Committee will be formed to develop a resolution on church employee compensation for the Diocese of the Susquehanna at its diocesan convention in 2026.

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Adopted by:

**EPISCOPAL DIOCESE OF CENTRAL PENNSYLVANIA**  
**FULL-TIME CLERGY :: MINIMUM COMPENSATION TABLE 2025-2026**

Inflation Adjustment: 12 Months ending March 2025

2.4%

	2025 Minimum - Adj. for COLA	2026 Minimum - Adj. for COLA	2025 Minimum - Adj. for COLA	2026 Minimum - Adj. for COLA	2025 Minimum - Adj. for COLA	2026 Minimum - Adj. for COLA	2025 Minimum - Adj. for COLA	2026 Minimum - Adj. for COLA
<b>YEARS ORDAINED (ACTIVELY SERVING)</b>	<b>0-4 Years</b>	<b>0-4 Years</b>	<b>5-9 Years</b>	<b>5-9 Years</b>	<b>10-19 Years</b>	<b>10-19 Years</b>	<b>20 Plus Years</b>	<b>20 Plus Years</b>
COMPENSATION ITEM								
Stipend / Base Salary	\$46,664	\$47,784	\$56,112	\$57,458	\$64,523	\$66,071	\$73,855	\$75,628
Housing Allowance Allocation (Standard 30%)	\$13,999	\$14,335	\$16,834	\$17,238	\$19,357	\$19,821	\$22,157	\$22,688
<b>Total Core Compensation</b>	<b>\$60,663</b>	<b>\$62,119</b>	<b>\$72,945</b>	<b>\$74,696</b>	<b>\$83,880</b>	<b>\$85,893</b>	<b>\$96,012</b>	<b>\$98,316</b>
Social Security Offset	\$5,025	\$5,146	\$6,043	\$6,188	\$6,948	\$7,115	\$7,953	\$8,144
<b>Total Cost of Compensation</b>	<b>\$65,688</b>	<b>\$67,265</b>	<b>\$78,988</b>	<b>\$80,884</b>	<b>\$90,828</b>	<b>\$93,008</b>	<b>\$103,966</b>	<b>\$106,461</b>
Pension Contribution @ 18%	\$11,824	\$12,108	\$14,218	\$14,559	\$16,349	\$16,741	\$18,714	\$19,163
Professional Expenses (Prorate for 3/4, 1/2, or 1/4 time)	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
Continuing Education (Not prorated)	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250
Est. Workers Comp.	\$716	\$733	\$861	\$882	\$990	\$1,014	\$1,133	\$1,160
<b>Total Cost of Employment (NOT INCLUDING MEDICAL INSURANCE)</b>	<b>\$84,478</b>	<b>\$86,355</b>	<b>\$100,317</b>	<b>\$102,574</b>	<b>\$114,417</b>	<b>\$117,013</b>	<b>\$130,063</b>	<b>\$133,034</b>
Medical - PPO 70								
Single	\$11,112	\$12,240	\$11,112	\$12,240	\$11,112	\$12,240	\$11,112	\$12,240
Clergy + Spouse/Partner	\$22,224	\$24,480	\$22,224	\$24,480	\$22,224	\$24,480	\$22,224	\$24,480
Single + 1 Child	\$20,004	\$22,032	\$20,004	\$22,032	\$20,004	\$22,032	\$20,004	\$22,032
Family	\$33,336	\$36,720	\$33,336	\$36,720	\$33,336	\$36,720	\$33,336	\$36,720
Basic Dental - Now provided by Delta Dental								
Single	\$720	\$336	\$720	\$336	\$720	\$336	\$720	\$336
Clergy + Spouse/Partner	\$1,440	\$672	\$1,440	\$672	\$1,440	\$672	\$1,440	\$672
Single + 1 Child	\$1,296	\$600	\$1,296	\$600	\$1,296	\$600	\$1,296	\$600
Family	\$2,160	\$1,008	\$2,160	\$1,008	\$2,160	\$1,008	\$2,160	\$1,008

Updated 9/3/2025 - CL - V1