



2026 Minimum Compensation Guidelines

Annual Cash Salary (stipend and housing)	\$64,317.36
Social Security Allowance	\$4,920.28
<u>Subtotal</u>	<u>\$69,237.64</u>
Pension	\$12,462.77
Health insurance, (Individual) PPO 80*	\$13,872.00
Group term life insurance	\$120.00
Dental insurance, (Individual, basic)	\$576
<u>Total</u>	<u>\$96,268.41</u>

* In the Diocese of Tennessee, single coverage at the PPO 80 level is *required* as a base level of coverage (with the difference between the PPO 80 and the CDHP premium put into a Health Savings Account if a high-deductible plan is chosen). Family coverage and comprehensive dental are **strongly encouraged**. See the 2025 Medical and Dental plan worksheet for more information. Contact Canon Howard or Finance Administrator Susan Abington with questions.

** Any exceptions to the above guidelines should be discussed with the Canon to the Ordinary before any commitment is made or a Letter of Agreement drafted.