

Diocese of San Diego

**COMPENSATION OF WOMEN RELIGIOUS
2025-2026**

These guidelines provide for compensation at three levels in each of which Religious are compensated according to how long they have worked in a specific ministry or position within that level, wherever that may have been, from entry to 20+ years.

The basic stipend has been increased to reflect the average Consumer Price Index (CPI), for calendar year 2025, which for southern California was 3.0%.

To be added is a benefit for longevity in religious life.

Other benefits are retirement allowance computed at 12.65% of the basic stipend and medical coverage up to \$23,608* depending on plan selected.

Housing allowance is included within the basic stipend from which Religious must make payment either for residence in a parish or other church-owned facility, or elsewhere.

These guidelines are for full-time ministry; anything less becomes part-time ministry, and salary and benefits are prorated.

If a car with gas, oil, maintenance and insurance is supplied, Religious are to pay \$5,000 per year/per car to the source of their salary. If they have their own car, they are to be reimbursed only for mileage in ministry.

In addition to the benefits already indicated, Religious are entitled to retreat and community days, as well as time for vacation and other benefits extended to lay employees.

Refer to Addendum for Agreement for Services form.

* This figure contains a projected increase which is being provided for budgeting purposes.

Level I

This is a lower level of compensation than for the standard ministries of Level II. It is for Religious who serve in some way in a diocesan or parish position, but are unable for whatever reasons (e.g., age, health, etc.) to bear the full rigors of ministry. The rates are for full-time service of a minimum 40-hour week; anything less becomes part-time ministry and salary and benefits are prorated.

	Basic Stipend	Retirement Allowance	Medical Coverage*	Total Compensation
Entry	\$26,842	3,396	23,608	\$53,846
1	\$28,230	3,571	23,608	\$55,409
2	\$29,084	3,679	23,608	\$56,371
3	\$29,935	3,787	23,608	\$57,330
4	\$30,788	3,895	23,608	\$58,291
5	\$31,644	4,003	23,608	\$59,255
6	\$32,494	4,110	23,608	\$60,212
7	\$33,350	4,219	23,608	\$61,177
8	\$33,804	4,276	23,608	\$61,688
9	\$34,268	4,335	23,608	\$62,211
10	\$34,731	4,393	23,608	\$62,732
11	\$35,193	4,452	23,608	\$63,253
12	\$35,655	4,510	23,608	\$63,773
13	\$36,111	4,568	23,608	\$64,287
14	\$36,577	4,627	23,608	\$64,812
15	\$37,038	4,685	23,608	\$65,331
16	\$37,499	4,744	23,608	\$65,851
17	\$37,958	4,802	23,608	\$66,368
18	\$38,424	4,861	23,608	\$66,893
19	\$38,879	4,918	23,608	\$67,405
20	\$39,340	4,977	23,608	\$67,925

In every case, a longevity allowance is to be added to the appropriate annual total compensation figure:

- \$ 500 for 1 to 6 years in religious life;
- \$1,000 for 7 to 19 years in religious life;
- \$1,200 for 20 years or more in religious life.

* This figure contains a projected increase which is being provided for budgeting purposes.

Level II

This level of compensation is for Religious who serve in one of the standard diocesan or parish ministries related to the life and mission of the Church. The rates are for full-time service of a minimum 40-hour week; anything less becomes part-time ministry and salary and benefits are prorated.

	Basic Stipend	Retirement Allowance	Medical Coverage*	Total Compensation
Entry	\$40,536	5,128	23,608	\$69,272
1	\$40,998	5,186	23,608	\$69,793
2	\$41,458	5,244	23,608	\$70,310
3	\$41,920	5,303	23,608	\$70,831
4	\$42,381	5,361	23,608	\$71,350
5	\$42,839	5,419	23,608	\$71,866
6	\$43,303	5,478	23,608	\$72,389
7	\$43,762	5,536	23,608	\$72,906
8	\$44,393	5,616	23,608	\$73,617
9	\$45,025	5,696	23,608	\$74,328
10	\$45,653	5,775	23,608	\$75,036
11	\$46,284	5,855	23,608	\$75,747
12	\$46,918	5,935	23,608	\$76,461
13	\$47,547	6,015	23,608	\$77,170
14	\$48,178	6,095	23,608	\$77,881
15	\$48,807	6,174	23,608	\$78,589
16	\$49,442	6,254	23,608	\$79,304
17	\$50,072	6,334	23,608	\$80,015
18	\$50,701	6,414	23,608	\$80,723
19	\$51,332	6,493	23,608	\$81,433
20	\$51,959	6,573	23,608	\$82,140

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Level III

This is a higher level of compensation intended primarily for a special category of diocesan positions with Religious holding down executive posts demanding exceptional preparation and qualifications. The rates are for full-time ministry of a minimum 40-hour week; anything less becomes part-time ministry and salary and benefits are prorated.

	Basic Stip	Retirement Allowance	Medical Coverage*	Total Compensation
Entry	\$52,609	6,655	23,608	\$82,872
1	\$53,135	6,722	23,608	\$83,465
2	\$53,665	6,789	23,608	\$84,062
3	\$54,196	6,856	23,608	\$84,660
4	\$54,718	6,922	23,608	\$85,248
5	\$55,255	6,990	23,608	\$85,853
6	\$55,780	7,056	23,608	\$86,444
7	\$56,315	7,124	23,608	\$87,047
8	\$57,039	7,215	23,608	\$87,862
9	\$57,763	7,307	23,608	\$88,678
10	\$58,490	7,399	23,608	\$89,497
11	\$59,213	7,490	23,608	\$90,311
12	\$59,939	7,582	23,608	\$91,129
13	\$60,665	7,674	23,608	\$91,947
14	\$61,389	7,766	23,608	\$92,763
15	\$62,112	7,857	23,608	\$93,577
16	\$62,837	7,949	23,608	\$94,394
17	\$63,565	8,041	23,608	\$95,214
18	\$64,286	8,132	23,608	\$96,026
19	\$65,013	8,224	23,608	\$96,845
20	\$65,742	8,316	23,608	\$97,666

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