

Appendix from the Norms for the Compensation for Priests**2023-2024****Values**

1) Salary:	\$ 1,535.00	per month	[1]
2) Ministry related automobile expenses			
a) Automobile depreciation allowance:	\$ 510.00	per month	[1]
b) Mileage rate:	\$ 0.655	per mile	[2]
3) Stole fees and Mass offerings			
a) Mass offering and stole fee stipend	\$ 636.00	per month	[1]
b) Standard Mass offering	\$ 5.00		[3]
c) Maximum stole fees			
Baptism	\$ 5.00		
Funeral	\$ 50.00		
Wedding/Anniversary/Quinceañera	\$ 50.00		
4) Social Security (FICA) reimbursement			
a) For those choosing options 2a) and 3a)	\$ 251.00	per month	[4]
b) For those choosing option 2a) only	\$ 202.00	per month	[4]
c) For those choosing option 3a) only	\$ 212.00	per month	[4]
d) For those not choosing option 2a) or 3a)	\$ 163.00	per month	[4]
5) Premiums for medical insurance (with death benefit & dental):	\$ 801.70	per month	[5]
6) Pension payments (for unassigned and non-diocesan priests):	\$ 464.00	per month	[5]
7) Continuing Education Fund			
a) Archdiocesan Priests:	\$ 800.00	annual	[6]
b) Other Priests (up to the difference may be paid directly to the institute/society/diocese):	\$ 250.00	annual	[6]
8) Annual Retreat (maximum)	\$ 800.00	annual	[6]
9) Presbyteral Convocation	\$ 1,000.00	annual	[6]
10) Room and Board (maximum)	\$ 16.00	per meal	[7]
11) Supply ministry fees (these are only suggested amounts and can be adjusted by each parish based on mileage, difficulty, need, ability, etc.)			
a) Sunday Mass	\$ 50.00		
b) Weekday Mass	\$ 35.00		
c) Reconciliation	\$ 35.00	per hour	
d) Wedding without Mass	\$ 35.00		
e) Wedding/Quinceañera/Funeral Mass	\$ 50.00		

[1] This value will be adjusted each year based on the previous year's COLA.

[2] This value adjusts to match the IRS business mileage rate, with the same effective dates as the corresponding IRS table.

[3] The standard Mass offering is set by the bishops of the Province.

[4] This value will be adjusted each year to cover the employer portion of FICA (i.e. Social Security & Medicare) taxes (currently 7.65%) for the compensation received from lines 1, 2a, and 3a, as well as from an estimated \$600 taxable housing value.

[5] This value is set annually by the Business Office of the Archdiocese of San Antonio.

[6] This value is set annually by the Office for Priests.

[7] This value will be adjusted each year based on 25% of the M&IE portion of the IRS per diem for San Antonio of the previous year.