



Archdiocese of Seattle

2026–2027 Budget Planning Guide

The information contained in this guide is intended to assist you in developing the 2026–2027 parish and/or school operating budgets. The information is divided into the following sections:

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Contact Information for Questions

The following main contacts are regularly monitored by teams during business hours: Monday – Friday from 9am – 5pm.

- **Human Resources:** HumanResources@seattlearch.org | (206) 382-4570 | (800) 261-4749
- **Payroll Services:** IPBS@seattlearch.org | (206) 274-7662
- **Benefits Services:** benefitsservices@seattlearch.org | (206) 382-4566
- **Parish Financial Services:** parishfinancialsvcs@seattlearch.org | (206) 382-7316
- **Office of the Vicar for Clergy:** nick.schoen@seattlearch.org | (206) 382-2060
- **Insurance:** insurance@seattlearch.org | (206) 274-3114

I. Calendar

1. Billing Schedule:

APRIL	Property Tax
JULY	Property & Liability & Vehicle Insurance, Priest Medical, Priest Pension
AUGUST	Annual Parish Assessment
OCTOBER	School Billings, Property Tax
JANUARY	Lay Pension

2. Archdiocesan Annual Assessment – either:

- 1/10th of the assessment withdrawn from general operations PRF account on the last business day of each month from September through June, in equal amounts (parish must let PFS know by 9/25/2026), **OR**
- The total amount paid in full by ACH or check, mailed to the Chancery, must be received by noon on 12/30/2026, **OR**
- The total amount withdrawn from the general operations PRF account on 12/31/2026.

3. Semi-Annual Property Tax (including any fees/assessments owed to the jurisdiction) - either:

- Paid in full by ACH or check, mailed to the Chancery, by April 15 and October 15, **OR**
- Withdrawn from PRF general operations accounts on April 15 and October 15, to cover the semi-annual taxes.

4. Property & Liability Insurance & Auto either:

- The total amount of Property & Liability Insurance paid in full by ACH or check, mailed to the Chancery), must be received by 8/31/2026, **OR**
- The total amount of Property & Liability Insurance withdrawn from general operations PRF account on 9/1/2026.

The Accounting office can also do a sweep from parish checking for any of the above. Contact the Accounting department at accounting.department@seattlearch.org.

Please note: if you are unable to pay on time, please contact us as soon as possible:

- A 3.5% monthly interest charge will be added to overdue accounts.
- PRF accounts without sufficient funds to pay these bills will have the funds advanced as a PRF operating loan and the parish will be charged an interest rate equal to the PRF savings rate. PRF operating loans must be repaid in full by June 30 of each fiscal year.

II. Lay Compensation and Benefit Guidelines

1. Benefits

As you have likely seen in the news, the cost for healthcare continues to increase. Over the past two years we have worked to hold the parish and school premium costs steady through a rate guarantee from Christian Brothers. Unfortunately, we are concluding the two-year rate guarantee from Christian Brothers, and medical premiums will increase by 13.3% for the upcoming year. Kaiser plans will experience a significantly higher increase of 25.6% primarily driven by negative claims experience. Dental also has a small increase at 5%, and vision has no change this year.

In the interest of equity as well as trying to mitigate the impact on employees, premium increases will be applied equally to both employer and employee contributions. This will allow us to maintain an overall subsidy level of 82%, which is very competitive with the overall market.

It is important to note that as part of our ongoing evaluation of the medical plan offerings, we have determined that the significantly higher costs for the Kaiser program are no longer sustainable. We want to provide some time for those employees remaining in Kaiser to explore other options such as transitioning to Christian Brothers (Blue Cross network) therefore this will be the final year Kaiser medical plans are available. There will be direct communication to current Kaiser members as part of this change.

Final rates and employee cost details will be shared as soon as they are released and will be included in the annual Rate Letter distributed each March.

2. Compensation

For fiscal year 26/27 the salary range structure was adjusted to account for the statewide increase in the minimum wage. Please take time to review the updated salary ranges provided in this letter and examine where jobs are placed so that you can properly account for salary increases. Also, please remember to annualize part-time salaries to determine an accurate assessment of pay with the updated ranges.

Based on current economic indicators and compensation data from Puget Sound nonprofit organizations, we recommend that parishes implement the following:

- A 2.5% to 3.5% increase in the payroll budget to fund salary adjustments. Each parish is encouraged to do what makes sense for its circumstances. Increases in staff compensation, if any, are administered locally considering the resources available to the parish. If budget allows, a higher percentage is encouraged if increases have been lower in prior years.
- Please avoid using an across-the-board cost of living approach to salary increases. Instead, start by prioritizing increases for staff who fall below the minimum in their salary ranges. There should be a priority placed on ensuring that all staff are paid within their salary range. Remaining budget should be applied to move staff below

mid-range higher in the range and/or offer an across-the-board adjustment. The following considerations should be factored in when determining salary adjustments:

- Time in role (versus overall tenure), as well as the scope and critical nature of the role.
- Performance (are there performance issues or concerns or are expectations met or exceeded).
- Internal equity (employees in similar roles with unaccounted for differences in salary should be addressed). If you can evaluate equity across the parish family, making adjustments to bring like employees to similar pay amounts across the parish family.

Please note that there are many legitimate reasons that employees in similar roles may make differing amounts of money. For example, an employee with 20 years in a role and performing well should likely be paid at a higher rate than an individual with 10 years in the same role and performing well. An employee who has more responsibility, such as managing others, would earn more than a comparable employee who does not manage others. A more complex parish operation (school, multiple properties) might also warrant a higher rate of pay than a less complex operation. An employee who has performance concerns or issues may not receive an increase in salary versus someone who does not have performance issues.

The following data offers a look into the local labor market and other factors to provide additional context for compensation decision making:

- Washington state minimum wage: \$17.13/hour, Seattle minimum wage: \$21.30/hour.
- Washington state COLA increase: 2.8% (a return to pre-covid levels).
- Labor Market Pay Budget Adjustment Forecast for NW non-profit employers for 2026: 3.0%.

3. Employer Labor Costs

We are pleased to share costs associated with Paycom have continued to lessen, with efficiencies leading to lower Paycom staffing levels. This along with lower post-pandemic unemployment expenses has allowed us to reduce the labor fee for the second year in a row. As a result, the employee labor cost for FY26/27 will be reduced to 2 % (currently 2.15%).

As a reminder, Worker's Compensation, Integrated Payroll Benefits Services operating expense (including Paycom costs), leave administration, and Unemployment Insurance claims charges and administration are consolidated into a single employer labor fee based on a percentage of payroll, as calculated for the calendar year, and swept monthly on the 5th of each month.

Please note that the methodology for the calculation of payroll will be adjusted for the upcoming fiscal year to better account for transfers from one location to another.

4. Summary

The key points for FY26/27:

- There will be an increase in employer benefits rates for Christian Brothers, Kaiser, and Dental.
- The Kaiser program will be eliminated in 27/28 plan year.
- The recommended increase for the payroll budget is 2.5% to 3.5%.
- The flat labor fee will be reduced to 2% from 2.15% primarily based on savings from Paycom.

PROPOSED SALARY RANGES PARISH ZONE 1 (Seattle Metro) Zone 1 includes King, Pierce, and Snohomish Counties							Key Parish Position Grade Assignments
Grades	Hourly Minimum	Hourly Midpoint	Hourly Maximum	Annual Minimum	Annual Midpoint	Annual Maximum	
1	\$21.30	\$27.51	\$34.25	\$43,181	\$57,215	\$71,248	Custodian, Housekeeper, Groundskeeper, Front desk/Receptionist
2	\$21.38	\$28.33	\$35.28	\$44,476	\$58,931	\$73,386	Bookkeeper, Maintenance Person, Administrative Assistant I
3	\$22.02	\$29.18	\$36.34	\$45,811	\$60,699	\$75,587	Administrative Assistant II, Pastoral Assistant (single area)
4	\$22.91	\$30.35	\$37.79	\$47,643	\$63,127	\$78,611	Pastoral Assistant (multiple areas, ex Liturgy and Music)
5	\$23.82	\$31.56	\$39.31	\$49,549	\$65,652	\$81,755	Office Manager
6	\$24.55	\$33.14	\$41.73	\$51,063	\$68,935	\$86,806	Parish Technology, Facilities Supervisor I
7	\$25.78	\$34.80	\$43.82	\$53,616	\$72,381	\$91,147	Pastoral Assistant for Administration I
8	\$27.07	\$36.54	\$46.01	\$56,297	\$76,000	\$95,704	Accountant
9	\$28.69	\$38.73	\$48.77	\$59,674	\$80,560	\$101,446	Pastoral Assistant for Administration II
10	\$30.41	\$41.05	\$51.70	\$63,255	\$85,394	\$107,533	Facilities Supervisor II
11	\$32.24	\$43.52	\$54.80	\$67,050	\$90,518	\$113,985	Pastoral Associate
12	\$34.49	\$46.56	\$58.64	\$71,744	\$96,854	\$121,964	Regional PAA, Director of Pastoral Ministries
13	\$36.91	\$49.82	\$62.74	\$76,766	\$103,634	\$130,502	Director of Operations

Hourly min wage updated to reflect Seattle and WA State 2026 min wage.

PROPOSED SALARY RANGES PARISH ZONE 2 Zone 2 includes locations outside Zone 1							Key Parish Position Grade Assignments
Grades	Hourly Minimum	Hourly Midpoint	Hourly Maximum	Annual Minimum	Annual Midpoint	Annual Maximum	
1	\$17.30	\$24.76	\$27.49	\$34,653	\$51,493	\$57,177	Custodian, Housekeeper, Groundskeeper, Front desk/Receptionist,
2	\$18.33	\$25.50	\$30.24	\$38,118	\$53,038	\$62,895	Bookkeeper, Maintenance Person, Administrative Assistant I
3	\$20.16	\$26.26	\$33.26	\$41,930	\$54,629	\$69,184	Administrative Assistant II, Pastoral Assistant (single area)
4	\$20.61	\$27.31	\$34.01	\$42,879	\$56,814	\$70,750	Pastoral Assistant (multiple areas, ex Liturgy and Music)
5	\$21.44	\$28.41	\$35.37	\$44,594	\$59,087	\$73,580	Office Manager
6	\$22.09	\$29.83	\$37.56	\$45,956	\$62,041	\$78,126	Parish Technology, Facilities Supervisor I, Project Coordinator
7	\$23.20	\$31.32	\$39.44	\$48,254	\$65,143	\$82,032	Pastoral Assistant for Administration I
8	\$24.36	\$32.88	\$41.41	\$50,667	\$68,400	\$86,134	Accountant
9	\$25.82	\$34.86	\$43.90	\$53,707	\$72,504	\$91,302	Pastoral Assistant for Administration II
10	\$27.37	\$36.95	\$46.53	\$56,929	\$76,855	\$96,780	Facilities Supervisor II
11	\$29.01	\$39.17	\$49.32	\$60,345	\$81,466	\$102,587	Pastoral Associate
12	\$31.04	\$41.91	\$52.77	\$64,569	\$87,168	\$109,768	Regional PAA, Director of Pastoral Ministries
13	\$33.22	\$44.84	\$56.47	\$69,089	\$93,270	\$117,451	Director of Operations

III. Priest Remuneration and Benefits

1. Allowances

The separate food allowance has been incorporated into regular salary and is no longer shown as a separate line item. There is no tax impact from this change, as the food allowance was already taxable and included on the priest's W-2.

The car allowance has also been partially incorporated into salary:

1. Priests are assumed to drive at least 500 business miles per month. An amount equal to 500 miles multiplied by the IRS employee mileage rate is now included in salary (but not shown separately) and is therefore included on the W-2.
2. Priests who drive more than 500 business miles per month may be reimbursed for the additional miles at the current IRS mileage rate. As with any employee, all miles must be tracked and recorded, and only over 500 miles are reimbursed. This reimbursement is not taxable.
2. **Housing:** Housing should be provided by the parish, whether on-site, or on an off-parish property (and rented in the parish's name). Note that each year the parish should issue a letter to the priests that have parish provided housing detailing the value of the housing.
3. **Housekeeping/Cooks/Shoppers/Food and Compensation:** If housekeeping is paid for by the parish it must be treated as part of the housing compensation and must be included in the value of housing provided to the priest at the end of the year for their taxes. Costs for cooks/shoppers paid for by the parish should be reimbursed to the parish from the priest's food allowance, and costs in excess are reimbursed to the parish by the priest.

4. Visiting Priests Remuneration

- **Weekend Help:**
 - Vigil, Sunday, and Holy Day Mass \$150.00 each.
 - Regularly scheduled weekend Confession (approximately one hour) \$100.00 each.
 - Meal(s) and lodging provided as appropriate.
- **Confessions:** Additional scheduled confessions and Reconciliation Services (approximately one hour) \$100.00 each.
- **Daily Mass:** Remuneration \$100 per Mass.

- **Weddings and Funerals:** (When a priest is requested by the parish to take the place of the pastor or parochial vicar who is absent from the parish): Remuneration \$250 per Wedding or Funeral.
- **Mileage:** In all the above cases, mileage is to be included at the current IRS business rate per mile for actual miles driven.
- **Cellphones:** The cell phone reimbursement has been eliminated and included in the priest salary calculations.

5. Retirement and Pension Contributions

- **Retirement/403b plans:** Parish will match \$1 for every \$4 contributed by the priest, to a maximum of \$3,500.
- **Pension Contribution:** Parish cost of priest pension plan is \$3,000 this year.
- **Priest Medical Costs:** Parish cost of priest medical plan is \$12,000 this year.

6. Priest Tax Equity Reimbursement

The Tax Equity Reimbursement process will be calculated internally at the Chancery and given to the Payroll office to be reflected in the paycheck for the first pay period in July 2026. An imputed number is used for housing value (\$24,000 for King and San Juan County, \$18,000 for Clallam, Cowlitz, Grays Harbor, Lewis, and Pacific County resident priests, and \$21,000 for the remainder. If you wish us to use the value of your housing as given to your priests by the parish finance council, please contact Scott Bader at scott.bader@seattlearch.org before June 1. The tax equity payment will look like it dropped for almost every priest. However, as part of the recent priest compensation changes, the flat \$1,130 that was formerly added to the tax equity calculation was moved to regular salary.

7. Benefits and Special Billings for Clergy

- | | |
|----------------------------------|--------------------|
| • Continuing Education – Priests | \$1,000 |
| • Priest Days | \$700 plus lodging |
| • Priest Retreat | \$790 |
| • Continuing Education – Deacons | \$700 |
| • Deacon Retreat | \$625 |
| • Deacon Convocation | \$675 plus lodging |

8. Moving Expenses

If your parish pays moving expenses for a priest in 2026, they will need to be included as compensation on the priest W-2. Once you know what those moving expenses are, please contact the Payroll and Benefits Department to find out how to get the compensation you paid to cover those expenses included on their W-2. (If it is small, e.g. just pizza for the local KofC to move them, that is not reported.)

9. Priest Salary

Priest salary tables have been simplified. Please note that the scales no longer include parish size and the scales extend to 40 years of ordination. They also now include auto (500 miles), meal and cell phone allowances. Human Resources will submit a PAF to Paycom based on compensation information provided to them by the Office of the Vicar for Clergy. Please see next page.

Additional Instructions

- If taking ministerial stipends, reduce salary by \$5,000.
- Any actual ministry mileage over 500 miles/month is reimbursed by source of salary.
- Add \$1,500 for part-time chancery role or dean (paid by the chancery), or presbyteral council representative (paid by the deanery).
- For pastors, add \$2,000 per elementary school (paid by school).

Years of Ordination	Parochial Vicar Base Salary
1	34,267
2	34,636
3	35,013
4	35,397
5	35,789
6	36,189
7	36,597
8	37,013
9	37,437
10	37,870
11	38,311
12	38,762
13	39,221
14	39,689
15	40,167
16	40,654
17	41,151
18	41,658
19	42,176
20	42,703
21	43,241
22	43,790
23	44,350
24	44,921
25	45,503
26	45,527
27	45,993
28	46,460
29	46,926
30	47,393
31	47,860
32	48,326
33	48,793
34	49,260
35	49,726
36	50,193
37	50,660
38	51,126
39	51,530
40	51,984

Years of Ordination	Pastor Base Salary
1	37,804
2	38,245
3	38,693
4	39,151
5	39,618
6	40,095
7	40,581
8	41,076
9	41,582
10	42,097
11	42,623
12	43,160
13	43,707
14	44,265
15	44,834
16	45,415
17	46,007
18	46,612
19	47,228
20	47,856
21	48,497
22	49,151
23	49,818
24	50,499
25	51,193
26	51,678
27	52,301
28	52,924
29	53,548
30	54,171
31	54,794
32	55,418
33	56,041
34	56,665
35	57,288
36	57,911
37	58,535
38	59,158
39	59,781
40	60,405

IV. Assessment and Other Extraordinary Fees

1. Stock Transfer Charges

The fee for processing stock donation is 2% of the value, to a maximum of \$5,000 per transaction, for locations that do not pay the annual parish assessment on their income (e.g., schools).

2. Parish Revolving Fund

The lending interest rate for PRF loans will be increased from 2.25% to 2.50%, (for all borrowers, new and old) and the savings rate will be reduced from 3.75% to 3.50%. Rates are subject to change based on market conditions and the PRF Commission will continue to review rates and performance on a quarterly basis.

3. Annual Archdiocesan Parish Assessment for 2026-2027

Parish Financial Services will begin calculating the FY 26/27 Assessment on August 16, 2026, based on FY 25/26 financial information pulled through Qvinci. **All financial data for FY 25/26 must be final by the Parish Annual Report due date of August 15, 2026.**

All data needed to calculate the assessment must be in the financial statements; otherwise, it will not be included in the assessment calculation. All school support, including indirect support, must be reflected in the financial statements of both school and parish to be deducted. All increases in fixed assets for purposes of the capital deduction must be shown in the 15xx accounts. Actual lease expenses and fundraising expenses over 15% of the lease or fundraising income must be reflected in the financial statement. (Note: we are not accepting data brought to our attention that are not in the financial statements, unless a correction is made in the GL. This includes indirect school support).

The assessment rate will remain at 8.95% of assessable income. For information on how assessable income is calculated, see the archdiocese website, in the Finance section, towards the bottom.

4. Extraordinary Services

When engaging the Property and Construction group for extraordinary services related to purchasing, selling, leasing, or major construction projects, parishes and schools are responsible for their related legal costs (as per AF 62.a) and will be informed of and charged for the services of consultants, brokers, or legal fees related to these specific transactions or activities (AF 46).

V. School Billings

School Billings Estimate for 2026-2027

Per Student Fees			
Level I Catholic School - Elementary	0.450% (Cap: \$81.42)	The Student Fee funds approximately 40% of the OCS Operations to support all Catholic Schools, including professional development offerings throughout the year.	$ \begin{aligned} &[\text{rate}] \\ &\times \\ &[\text{stated tuition}] \\ &\times \\ &[\text{enrollment}] \\ &= \\ &\text{final assessment} \end{aligned} $
Level I Catholic School - Secondary	0.160% (Cap: \$50.89)		
Level II Catholic School - Elementary	0.315% (Cap: \$81.42)		
Level II Catholic Schools - Secondary	0.121% (Cap: \$50.89)		
WA State Catholic Conference	To fund staff who will lobby in support of Catholic schools	The WSCC Fee supports the political lobbying efforts for Catholic Schools	\$2.56
Student Accident Insurance	It is estimated that this fee will remain the same for next year.	Student Accident Insurance is a pass-through account.	\$2.701
Standardized Assessment	Negotiated per student fee to remain the same. Additional fees apply for science and skills & reading fluency tests.	Standardized Assessment is a pass-through account. Additional assessments if schools use MAP Science and/or Reading Fluency.	\$16.20
Accreditation Fee			
WCEA Accreditation fees	The fees for the Western Catholic Education Association are assessed for those schools accredited by WCEA: Increase of \$25.00 per school and \$0.02 per student.	WCEA Accreditation is a pass-through account.	\$500 / school AND \$0.47 / student
Student Information System Fee			
FinalSite (formally SchoolAdmin)	This fee is for schools that are using the FinalSite program for their families	FinalSite is a pass-through account.	\$35.00/family
Care Solace			
Care Solace	This fee is for schools that are participating in the centralized mental health care coordination service.	Care Solace is a pass-through account.	\$4.86/student

Office for Catholic Schools: Eleanor Bailey, Office of Catholic Schools Coordinator
(206) 382-4861 E-mail: eleanor.bailey@seattlearch.org

VI. Property, Liability, and Vehicle Insurance (Projections)

The Insurance Department thanks you in advance for your patience and understanding in what could be a challenging renewal period. Coverage for the policy period FY 2026-2027 is expected to bind no later than June 30, 2026, with the new policy period beginning on July 1, 2026.

Given the challenging insurance market, we are projecting premium increases as described on the next page based on our broker's estimates of future rate increases. The Insurance Department will continue to examine potential changes to the structure of our program to address these increases, to better allocate risk throughout our properties, and to make sure that our coverages are aligned with our exposures.

Locations will need to review their property, auto, fine arts, and other assets by visiting Risk Partner (<https://login.riskpartner.com/>) and verifying that your list of holdings are accurate and up to date. Requests for changes to the asset list should be submitted by **March 3rd** so we can revise our insurance applications in a timely manner. Additional instructions and information will be distributed in a C2P Announcement, but you may also reach out to insurance@seattlearch.org directly if you need help with creating or accessing your account.

Finally, we want to remind locations about the parish deductibles for insurance claims.

1. Deductibles

Coverage Line	Revised Deductible
Property Liability (Water, Windstorm, Fire, Etc.)	\$25,000
Boiler & Machinery (Limited to registered equipment regularly inspected and certified through Travelers)	\$10,000
Employment Practices Liability	\$25,000
Sexual Misconduct Liability	\$25,000
General Liability	\$10,000
Automotive Liability	\$10,000

2. Property - Premium

Overall, the property insurance market continues to improve, being driven by additional capacity and fewer natural disasters over the past 24 months. Therefore, premiums for property insurance for FY 2026/2027 are currently projected to remain stable compared to last year.

3. Property – Building Appraisals

Although your buildings may not have been upgraded or had any major changes over the last year, related insurance expenses for construction costs of materials and labor have been trending upward every year, which factors into our annual inflation trend for the Costs of Reproduction, which for FY 2026/2027 has been set at 5%. This inflation increase is established to ensure that our level of insurance coverage is in line with current reconstruction costs.

4. Liability

Premiums for the liability insurance market are currently projected to rise by 10-15% compared to last year, driven by an increase in the cost of handling, mediating, and settling liability claims. Additionally, while the number of claims incurred within our insurance program remained relatively constant compared to last year, the severity of some claims and the cost to cover claims has impacted overall pricing, leading to the premium increase noted.

5. Automotive

Premiums for automotive or vehicle insurance are currently projected to increase by 5-10% compared to last year. Similar to the liability insurance market, the automobile insurance marketplace is impacted by the increasing number and severity of auto claims. Inflation and costs of repairs, distracted driving, and rising medical costs all contribute to this increased severity. These auto claims are having a spillover effect into the umbrella / excess liability policies as well, causing additional scrutiny by underwriters around non-owned auto liability exposures (employees or volunteers driving their autos on behalf or for CCAS business). Specific to the archdiocese, the overall auto loss history impacts premium costs. As well as the number of employees and staff working at your location. (Please note that our insurance rates use data submitted from the last calendar year, so your 2026 liability premiums will be based on your staffing levels for calendar year 2025).

VII. Information Technology Initiatives

As parishes develop their budgets for next year, there are several technology initiatives to consider. Some of these initiatives are relate to systems or approaches that are nearing end of life and would require future investment. Other technology initiatives involve eliminating some costs and replacing them with new costs. Most parishes may be able to achieve long-term net savings as a result of these technology initiatives while using newer, more effective and efficient technology systems that reduce risk and complexity.

1. ParishStaq - Parishioner Engagement System

In July 2022, the Selection Committee, consisting of PAA and Chancery staff, selected ParishStaq by Pushpay as the replacement for PDS and other legacy parishioner database systems. The software implementation began on 7/1/2022 and was completed in March 2024. Each parish received an email from Tom Martin, the CIO at the time of implementation, outlining their system cost through 2027. If you need that detail again, email jennifer.wong@seattlearch.org.

The following table indicates the SaaS costs.

Parish Size (households)	Yrs 4 & 5 Ops cost Per Parish per year 2026 & 2027
Large (>2000)	\$9,146
Medium (1000-2000)	\$5,118
Small (500-1000)	\$2,659
Very Small <500	\$1,214

2. Other Licensed Services

CRD – Quickbooks hosting services with licensing included, providing a secure and accessible solution for the Archdiocese of Seattle.

- Single User: \$50/month · Includes QuickBooks license and hosting for one user.
- Two Users: \$85/month - Allows two users to access QuickBooks files simultaneously.

Notes:

- The Two Users plan is only required if multiple users need to access the same company file at the same time.
- If multiple users need access but do not require simultaneous company file usage, only one Single User plan is necessary.
- Pricing is per parish; multiple company files are permitted under one subscription.
- QuickBooks licensing, server patching/maintenance, backups and security are all included.

3. Right Networks

- \$75/mo. plus Quickbooks licensing and other services