

Compensation Worksheet Guide for Use by a Local Church Search Committee
Sample Full-time Comparison (membership up to 100)
2020 Compensation Guidelines - With Housing Allowance

Worksheet - Clergy Compensation	Full-time Min Comp	Full-time Mid Comp	Full-time High Comp
1. Cash Salary	\$33,315	\$39,584	\$45,852
2. Housing Allowance (40% of cash salary)	\$13,326	\$15,834	\$18,341
Total 1 and 2 = "SALARY BASIS"	\$46,641	\$55,418	\$64,193
3. Annuity Fund (14% of salary basis)	\$6,530	\$7,758	\$8,987
4. Life Insurance and Disability Income Plan (1.5% of salary basis)	\$700	\$831	\$963
5. Toward Minister's Self-Employed Social Security/Medicare Tax (7.65% of salary basis)	\$3,568	\$4,239	\$4,911
6. Family Hospitalization and Medical Insurance Average - 1 adult w/children*	\$19,952	\$19,952	\$19,952
7. Family Dental Insurance average-1 adult w/children*	\$1,098	\$1,098	\$1,098
8. Furnishings Allowance			
9. Toward Tax-sheltered Annuity/Equity Allowance			
TOTAL COMPENSATION With Housing Allowance	\$78,488	\$89,297	\$100,103

Notes

*Used 1 adult over 40 w/children for insurance estimates. See Pension Boards at www.pbucc.org and use their calculator for precise rates.

Does not include ministry expenses such as continuing ed., travel, meetings, moving, etc.

Add \$180 for Criminal Background Check