

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

Worksheet - Clergy Compensation	1/2 Time Min	3/4 Time Min Comp	1/2 Time Mid	3/4 Time Mid	1/2 Time High comp	3/4 Time High comp
1. Cash Salary	\$16,658	\$24,986	\$19,792	\$29,688	\$22,926	\$34,389
2. Housing Allowance (40% of cash salary)	\$6,663	\$9,995	\$7,917	\$11,875	\$9,170	\$13,756
Total 1 and 2 = "SALARY BASIS"	\$23,321	\$34,981	\$27,709	\$41,563	\$32,096	\$48,145
3. Annuity Fund (14% of salary basis)	\$3,265	\$4,897	\$3,879	\$5,819	\$4,493	\$6,740
4. Life Insurance and Disability Income Plan (1.5% of salary basis)	\$350	\$525	\$416	\$623	\$481	\$722
5. Toward Minister's Self-Employed Social Security/Medicare Tax (7.65% of salary basis)	\$1,784	\$2,676	\$2,120	\$3,180	\$2,455	\$3,683
6. Family Hospitalization and Medical Insurance Average - 1 adult w/children*	\$9,976	\$14,964	\$9,976	\$14,964	\$9,976	\$14,964
7. Family Dental Insurance average-1 adult w/children*	\$549	\$824	\$549	\$824	\$549	\$824
8. Furnishings Allowance						
9. Toward Tax-sheltered Annuity/Equity Allowance						
TOTAL COMPENSATION With Housing Allowance	\$39,244	\$58,866	\$44,648	\$66,973	\$50,052	\$75,078

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