

COMPENSATION PLANNING

1. SALARY AND HOUSING

Base Salary to be paid \$ _____
Housing Allowance \$ _____
Pastorium Rental Value \$ _____

TOTAL \$ _____

2. FRINGE BENEFITS

Family Health Insurance:
.....Pastors PartAll \$ _____
Life Insurance on Pastor \$ _____
Disability Insurance on Pastor \$ _____
Tax Deferred Annuity \$ _____

TOTAL \$ _____

3. MINISTRY EXPENSE REIMBURSEMENT

Continuing Education \$ _____
Convention Expense \$ _____
Gifts \$ _____
Library Expense \$ _____
Meals & Entertainment \$ _____
Ministry Supplies and Equipment \$ _____
Ministry Travel
Telephone
Other

TOTAL \$ _____

4. NECESSARY EXPENDITURES

Social Security Tax Allowance:
HalfAll..... \$ _____
Worker's Compensation \$ _____

TOTAL \$ _____

5. OTHER CONSIDERATIONS

Christmas Bonus \$ _____
Homeowners Insurance on
Pastorium \$ _____
Insurance on Pastor's Library \$ _____

TOTAL \$ _____

Annual Time Arrangements

The church acknowledges that the pastor's work cannot be rigidly regulated because of the nature of ministry. Crisis situations and emergencies along with meetings and a heavy schedule may alter the pastor's schedule and sometimes necessitate his arranging his work and leisure at his own convenience. Despite week-end work and evening obligations, the pastor must find some time to spend with his family and for his own personal needs.

1. _____ Day(s) per week off
2. _____ Weeks for vacation
3. _____ Revivals or Sunday engagements
4. _____ Total number of Sundays for church-paid pulpit supply.
5. List holidays
6. Conferences and Conventions
7. Sick leave arrangements:
8. Any other arrangements:

A Church Staff Compensation Study may be found at the following web site:

<http://compstudy.lifeway.com>

Other organizations may have similar studies.