

**2017 Compensation Guidelines  
for PNEC Churches & Authorized Clergy**

**Churches with a Housing Allowance    Membership: Up to 300  
Experience in Ordained Ministry\***

	<b>0-3 Yrs.</b>	<b>4-10 Yrs.</b>	<b>Over 10 Yrs.</b>
Salary & Housing	\$52,461	\$55,134	\$57,458
<i>Benefits</i>			
Pension (.14)	\$7,345	\$7,719	\$8,044
Life & Disability (.015)	\$787	\$827	\$862
Social Security (.08)	\$4,197	\$4,411	\$4,597
Health/Dental **	<u>\$20,748</u>	<u>\$20,748</u>	<u>\$20,748</u>
Total for Benefits	\$33,076	\$33,704	\$34,251
<b>Total Salary &amp; Benefits</b>	<b>\$85,537</b>	<b>\$88,838</b>	<b>\$91,709</b>

\*Experience as used in this table refers to actual years of experience in authorized ministry whether in a parish or nonparish setting. It does not normally include years devoted to one's previous ministerial education or seminary training.

\*\*2017 Health & Dental Non-Medicare Standard Plan rate for two adults over age 41 and no children.