

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

| <b>Churches with a Housing Allowance    Membership: 301 to 500</b> |                      |                      |                       |
|--|----------------------|----------------------|-----------------------|
| <b>Experience in Ordained Ministry*</b>                            |                      |                      |                       |
|  | <b>0-3 Yrs.</b>      | <b>4-10 Yrs.</b>     | <b>Over 10 Yrs.</b>   |
| Salary & Housing   | \$53,176             | \$59,415             | \$66,371              |
| <i>Benefits</i>  |                      |                      |                       |
| Pension (.14)  | \$7,445              | \$8,318              | \$9,292               |
| Life & Disability (.015)   | \$798                | \$891                | \$996                 |
| Social Security (.08)  | \$4,254              | \$4,753              | \$5,310               |
| Health/Dental **   | <u>\$20,748</u>      | <u>\$20,748</u>      | <u>\$20,748</u>       |
| Total for Benefits   | \$33,244             | \$34,711             | \$36,345              |
| <br>Total Salary & Benefits  | <hr/> <hr/> \$86,420 | <hr/> <hr/> \$94,126 | <hr/> <hr/> \$102,716 |

\*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.