

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

**Churches with a Parsonage    Membership: 301 to 500**

**Experience in Ordained Ministry\***

	<b>0-3 Yrs.</b>	<b>4-10 Yrs.</b>	<b>Over 10 Yrs.</b>
Salary	\$37,718	\$42,141	\$47,074
Value of Parsonage	<u>\$15,458</u>	<u>\$17,274</u>	<u>\$19,297</u>
<i>Total</i>	\$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
Total Salary & Benefits	<hr/> <hr/> \$70,962	<hr/> <hr/> \$76,852	<hr/> <hr/> \$83,419

\*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.