

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

**Churches with a Parsonage Membership: 751 to 1000
Experience in Ordained Ministry***

	0-3 Yrs.	4-10 Yrs.	Over 10 Yrs.
Salary	\$38,597	\$47,074	\$56,818
Value of Parsonage	<u>\$15,822</u>	<u>\$19,297</u>	<u>\$23,288</u>
<i>Total</i>	\$54,419	\$66,371	\$80,106
<i>Benefits</i>			
Pension (.14)	\$7,619	\$9,292	\$11,215
Life & Disability (.015)	\$816	\$996	\$1,202
Social Security (.08)	\$4,354	\$5,310	\$6,408
Health/Dental **	<u>\$20,748</u>	<u>\$20,748</u>	<u>\$20,748</u>
Total for Benefits	\$33,536	\$36,345	\$39,573
Total Salary & Benefits	<u>\$72,133</u>	<u>\$83,419</u>	<u>\$96,391</u>

*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.