

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

**Churches with a Housing Allowance    Membership: Above 1,000  
Experience in Ordained Ministry\***

	<b>0-3 Yrs.</b>	<b>4-10 Yrs.</b>	<b>Over 10 Yrs.</b>
Salary & Housing	\$54,767	\$68,695	\$85,453
<i>Benefits</i>			
Pension (.14)	\$7,667	\$9,617	\$11,963
Life & Disability (.015)	\$822	\$1,030	\$1,282
Social Security (.08)	\$4,381	\$5,496	\$6,836
Health/Dental **	<u>\$20,748</u>	<u>\$20,748</u>	<u>\$20,748</u>
Total for Benefits	\$33,618	\$36,891	\$40,829
Total Salary & Benefits	<u>\$88,385</u>	<u>\$105,586</u>	<u>\$126,282</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.