

**Penn Northeast Conference
2018 Compensation Guidelines for Authorized Ministers**

Authorized Minister Full Time Compensation Worksheet

	Ordained	Limited Standing/Licensed	Your Calculations
Minimum Full-Time Cash Salary including Housing Allowance	\$70,000	\$59,500	
If a parsonage is provided deduct 30% **			-
Experience Differential assumes a positive evaluation Years 1-15 - add \$750.00 per year: No. of yrs. <u> 0 </u> x \$750 = _____ + Years 16 & over add \$100.00 per year. No. of yrs, <u> </u> x \$100 = _____ TOTAL	+ 0		+ 0
Worship Attendance Differential Average Attendance: (Use Yearbook Number) 100-150 – add \$500; 151-250 – add \$1,000; 251-400 – add \$1,500; Over 401 – add \$2,000	+		+
Compensation*			
Benefits			
Social Security Off-set (7.65% of Compensation)			
Pension/Annuity (14% of Compensation)			
Medical & Dental Plan A is recommended for Pastor and Spouse.			
Life and Disability (1.5% of Compensation)			
Worker's Compensation Insurance			
Professional Expenses:			
Continuing Education, Pastoral Excellence Group, Sabbatical Savings			
Mileage Reimbursement			
Professional Expenses			
Conference/Wider Church Expense			
Total Professional Expenses:			
Total Compensation, Benefits, and Professional Expenses			

** When a parsonage is provided the cash salary is reduced, however, the Pension, Social Security Allowance and Life and Disability Figures should be calculated without the deduction since Pastor's are taxed on the value of the parsonage as if it were compensation.