

Keystone Compensation Guidelines

Worksheet

2026

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This chart is meant for churches and pastors to update clergy compensation packages. At the time of the initial call, these numbers may have been entered into a Call Agreement. However, allowing for salary increases, varying insurance costs, and the clergy's preferences, compensation amounts may change several times throughout the pastor's tenure. This chart can be updated annually to record those changes. A copy of this worksheet should be sent to the Conference office to be placed in the pastor's ministerial file.

Clergy name: _____ Local Church: _____ Effective date: _____

☐ Check here if this worksheet replaces a previous agreement between the pastor and this church.

☐ Check here if this package does not meet Keystone Conference Compensation Recommendations.

	Pay Period	Annual
Salary		
Housing allowance		
SALARY BASIS <i>Add together the above columns; if providing a parsonage, multiply the Salary by 130%</i> <i>Recommendation is (Annual Teacher Salary) + (Years of experience up to 15 x \$750)</i> <i>Additional considerations include:</i> <ul style="list-style-type: none"><i>Recommended cost of living adjustments</i><i>Part-time pastors should receive the corresponding portion of the recommended salary</i><i>Pastors with Licensure or Lay Ministerial Standing should receive at least 80% of the recommended figure</i><i>Associate/Assistant Pastors should receive the recommended Salary Basis, with a compensation at least 90% of the senior pastor's salary basis</i>		
Housing Equity Offset <i>Recommendation is 1.5% of the average home value in your community paid into an account for pastors living in a parsonage</i>		
Pension/Annuity <i>Recommendation is 14% of Salary Basis</i>		
Social Security and Medicare Offset <i>Recommendation is 7.65% of Salary Basis</i>		
Medical, Dental, and Vision Insurance		
Life and Disability Income Plan <i>Cost is 1.5% of Salary Basis</i>		
TOTAL COMPENSATION PACKAGE		

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ADDITIONAL FINANCIAL COMMITMENTS FROM THE CONGREGATION:

	Pay Period	Annual
Ministry Expenses		
Background Check Reimbursements		
Conference, Association and Wider Church Meetings		
Continuing Education Recommendation is \$1,500 for full-time and \$1,000 for part-time		
Mileage		
TOTAL ADDITIONAL FINANCIAL COMMITMENTS		
TOTAL EXPENSES ("Total Compensation Package" + "Total Additional Financial Commitments")		

Moderator/President:

Print: _____ Sign: _____ Date: _____

Clerk/Secretary:

Print: _____ Sign: _____ Date: _____

Treasurer:

Print: _____ Sign: _____ Date: _____

Minister:

Print: _____ Sign: _____ Date: _____