Penn Northeast Conference 2022 Full Time Authorized Minister’s Compensation Worksheet

At the time you prepare your budget, you may want to adjust this figure based on the Consumer Price Index at the time, or the projected inflation rate for 2021.

<table>
<thead>
<tr>
<th>Ordained</th>
<th>Authorized Ministers with Lay Ministerial Standing (85%)</th>
<th>Your Calculations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minimum Full-Time Cash Salary including Housing Allowance</td>
<td>$75,329</td>
<td>$64,200</td>
</tr>
</tbody>
</table>

If a parsonage is provided deduct 30% **

Experience Differential assumes a positive evaluation
(a) Years 1-15 - add $750.00 per year: No. of yrs. ___ x $750 = ____________

or
(b) If experience is over 15 years, begin with $11,250 (15yrs. X $750) and add $100 per each additional year.
No. of additional years ___ x $100 = (c) ____________

$11,250 + (c) = __________________

TOTAL

Worship Attendance Differential (Average 2021 in-person)
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 of 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 for Social Security purposes.