

# Compensation Worksheet For Rostered Minister of Word and Service (Deacon)

\*\*Please note that only lines applicable to **Deacons** are included on this worksheet.\*\*

## Step 1: Determining Salary Compensation

- A. Guideline Base Salary
- B. Additional / Merit Compensation
- C. Total Salary Compensation:



## Step 2: Determining Housing Allowance

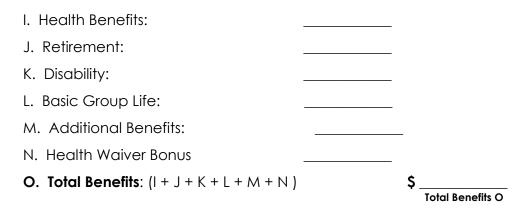
Not applicable for Rostered Ministers of Word and Service (Deacon).

## Step 3: Determining Total Defined Compensation

### H. Total Defined Compensation

## Step 4: Determining Portico Benefits

Use the benefit calculator available at: <u>https://employerlink.porticobenefits.org/Home/Resources/Calculators.aspx</u>



## Step 6: Determining Additional Congregational Expenses

P. Mileage Reimbursement: \_\_\_\_\_\_
Q. Continuing Education: \_\_\_\_\_\_
R. Professional Expenses: \_\_\_\_\_\_\_
S. Additional Covered Expenses: \_\_\_\_\_\_\_
S. Additional Covered Expenses: \_\_\_\_\_\_\_
T. Estimating FICA Taxes: \_\_\_\_\_\_\_
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U. Total Salary C x Employer Rate = FICA cost to Congregation
U. Total Additional Expenses: \_\_\_\_\_\_\_\_

#### <u>Step 7: Determining Total Financial Cost to Congregation</u> V. Total Compensation Package:

\$\_\_\_\_\_

Total Defined Comp H + Total Benefits O + Total Additional Expenses U

### Step 8: Determining Intangible Benefits

Vacation: \_\_\_\_\_ weeks (including \_\_\_\_\_ Sundays)
Family Leave: \_\_\_\_\_ weeks

Continuing Education: \_\_\_\_\_ weeks

Sabbatical: \_\_\_\_\_ weeks after serving 6 years