

Step 6: Determining Additional Congregational Expenses

P. Mileage Reimbursement: _____

Q. Continuing Education: _____

R. Professional Expenses: _____

S. Additional Covered Expenses: _____

T. Estimating FICA Taxes:

$$\frac{\text{_____}}{\text{Total Salary C}} \times 7.65\% = \frac{\text{_____}}{\text{Employer Rate = FICA cost to Congregation}}$$

U. Total Additional Expenses:

\$ _____
Total Additional Expenses U

Step 7: Determining Total Financial Cost to Congregation

V. Total Compensation Package:

\$ _____

$$\text{Total Defined Comp H} + \text{Total Benefits O} + \text{Total Additional Expenses U}$$

Step 8: Determining Intangible Benefits

Vacation: _____ weeks (including _____ Sundays)

Family Leave: _____ weeks

Continuing Education: _____ weeks

Sabbatical: _____ weeks after serving 6 years