



**Step 6: Determining Additional Congregational Expenses**

P. Mileage Reimbursement: \_\_\_\_\_

Q. Continuing Education: \_\_\_\_\_

R. Professional Expenses: \_\_\_\_\_

S. Additional Covered Expenses: \_\_\_\_\_

T. Estimating FICA Taxes:

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

**U. Total Additional Expenses:** (P + Q + R + S + T)

\$ \_\_\_\_\_  
**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