

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

**Please note that only lines applicable to <b>De</b>	eacons are included on this worksheet.**
Step 1: Determining Salary Compens	sation
A. Guideline Base Salary	
B. Additional / Merit Compensation _	
C. Total Salary Compensation:	\$ Total Salary C
Step 2: Determining Housing Allowar	<u>ice</u>
Not applicable for Rostered Ministers	s of Word and Service (Deacon).
Step 3: Determining Total Defined Co	<u>ompensation</u>
H. Total Defined Compensation	
Total Salar	${\text{y C}} = \text{Total Defined Compensation H}$
Step 4: Determining Portico Benefits  Use the benefit calculator available at:  https://employerlink.porticobenefits.org/Home	e/Resources/Calculators.aspx
I. Health Benefits:	
J. Retirement:	
K. Disability:	
L. Basic Group Life:	
M. Additional Benefits:	
N. Health Waiver Bonus	
O. Total Benefits: $(I + J + K + L + M + N)$	\$ Total Benefits O

Step 6: Determining Addition	onal Congregational Expense
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Step 7: Determining Total Financial Cost to Congregation V. Total Compensation Package:	\$
<b>U. Total Additional Expenses</b> : $(P + Q + R + S + T)$	\$ Total Additional Expenses U
T. Estimating FICA Taxes:	
S. Additional Covered Expenses:	
R. Professional Expenses:	
Q. Continuing Education:	
P. Mileage Reimbursement:	

Step 8: Determining Intangible Benefits

Vacation: weeks (including Sundays
Family Leave: weeks
Continuing Education: weeks
Sabbatical: weeks after serving 6 years

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