

Compensation Worksheet for Rostered Minister of Word and Sacrament (Ordained Pastor) with Housing Allowance

Please note that only lines applicable to **Ordained Pastor** with **Housing Allowance** are included on this worksheet.

Step 1: Determining Salary Compensation

- A. Guideline Base Salary _____
- B. Additional / Merit Compensation _____
- C. **Total Salary Compensation: (A + B)** \$ _____
Total Salary C

Step 2: Determining Housing Allowance

D. Method 1: Percentage of Base Salary (*Without Parsonage*)

$$\frac{\text{_____}}{\text{Base Salary}} \times \text{_____ \%} = \text{_____} = \text{Housing Allowance D}$$

E. Method 2: Median Home Value (*Without Parsonage*)

$$\frac{\text{_____}}{\text{Median Home Value}} \times \text{_____ \%} \times 12 \text{ months} = \text{_____} = \text{Housing Allowance E}$$

- G. **Total Housing Allowance (D or E)** \$ _____
Total Housing Allowance G

Step 3: Determining Total Defined Compensation

H. Social Security Allowance:

$$\frac{\text{_____}}{\text{Total Salary C}} + \frac{\text{_____}}{\text{Total Housing G}} = \text{_____} = \text{Social Security Base}$$

$$\text{Social Security Base} \times 7.65\% = \text{_____} = \text{Social Security Allowance H}$$

I. Total Defined Compensation

$$\frac{\text{_____}}{\text{Total Salary C}} + \frac{\text{_____}}{\text{Total Housing G}} + \frac{\text{_____}}{\text{Social Security Allowance H}} = \$ \text{_____} = \text{Total Defined Compensation I}$$

Step 4: Determining Portico Benefits

Use the benefit calculator available at:

<https://employerlink.porticobenefits.org/Home/Resources/Calculators.aspx>

- J. Health Benefits: _____
- K. Retirement: _____
- L. Disability: _____
- M. Basic Group Life: _____
- N. Retiree Support: _____
- P. Health Waiver Bonus _____
- Q. **Total Benefits:** (J + K + L + M + N + P) \$ _____
Total Benefits Q

Step 5: Determining Additional Congregational Expenses

- R. Mileage Reimbursement: _____
- S. Continuing Education: _____
- T. Professional Expenses: _____
- U. Additional Covered Expenses: _____
- W. **Total Additional Expenses:** (R + S + T + U) \$ _____
Total Additional Expenses W

Step 6: Determining Total Financial Cost to Congregation

- X. **Total Compensation Package:** \$ _____
Total Salary C + Total Housing G + Social Security Allowance H + Total Benefits Q +
Total Additional Expenses W

Step 7: Determining Intangible Benefits

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