

Worksheet for Determining the Worker's Compensation

Name _____

Pastor: _____ Teacher: _____ Other (specify, DCE, Deaconess, etc.): _____

Years Experience in Ministry _____

Add Years of Credit for Second Career Workers (page 6) _____

Total Years Experience: _____

Congregation/School Size _____

Base Compensation, from Salary Guidelines (page 12) \$ _____ (1)
See notes for Preschool Teacher without a B.A. (page 11)
Assume full time, adjust for part time employment below (line 10)

Additional Education (Page 5) \$ _____ (2)
 Masters (not M-Div) = \$2,500 Earned Doctorate = \$5,000

Congregation Size (non school workers) (page 5) \$ _____ (3)
Assistant Pastors, Associate Pastors, and other Church Professionals at ½ of stated percent

<i>Communicants</i>	<i>Senior Pastor</i>	<i>Other Church Professionals</i>	
0-250	0%	0.0%	times line 1
251-400	10%	5.0%	times line 1
401-650	15%	7.5%	times line 1
651-800	20%	10.0%	times line 1
801-1,200	25%	12.5%	times line 1
over 1,200	30%	15.0%	times line 1
Multiple Parishes	10%		times line 1

School Size (Principal & Early Childhood Directors only) \$ _____ (4)

<i>Number of Students Enrolled</i>	<i>Principals (page 6)</i>	
0-300	20%	times line 1
Over 300	25%	times line 1
<i>Number of Students Enrolled</i>	<i>Preschool Directors (page 11)</i>	
0-50	5%	times line 1
51-75	7.5%	times line 1
76-100	10%	times line 1
100-150	12.5%	times line 1
Over 150	15%	times line 1

Teachers . additional responsibilities (page 6) \$ _____ (5)
 Youth, Music, Athletic Director, Technology Coordinator 10% times line 1
 Extracurricular school activities 5% times line 1

Total Compensation (add lines 1-5) \$ _____ (6)

Equalization Payment if applicable (page 7) Multiply line 6 times 3.0% \$ _____ (7)

Housing provided by Congregation (page 5) \$(_____) (8)
Subtract the lesser of 20% of total compensation or estimated housing costs)

Total Compensation according to salary guidelines (add lines 6 & 7, subtract line 8) \$ _____ (9)

Percent employed _____ % Multiply this percent times line 9 (page 6 & 11) \$ _____ (10)

Salary Recommended: \$ _____ which is _____ % of the salary guidelines