

**EFC-ER WORKSHEET FOR  
PASTOR'S 2016 MINIMUM COMPENSATION**

VERSION A:  
FOR PASTORS WHO PROVIDE THEIR OWN HOUSING

Here are the guidelines for the 2016 minimum compensation for full-time pastors:

1) <u>2016 Compensation for Pastor</u>	= \$ _____	Example: \$ <u>42,096</u>
For 2015,		
a) add for cost of living increase or for experience	x <u>.03</u>	x <u>.03</u>
MINIMUM INCREASE	= \$ _____	\$ <u>1263</u>
b) add merit or appreciation increase	= \$ _____	\$ <u>500</u>
c) TOTAL CASH COMPENSATION FOR 2015	= \$ _____	\$ <u>43859</u> *

\* Includes housing allowance and mutually agreed upon by the Pastor and the Administrative Council and recorded in their minutes.

2) <u>Fringes for 2016 Include:</u>		
a) 12% + 0.5% of line 1c above for pension	x <u>.125</u>	x <u>.125</u>
ANNUAL PENSION	= \$ _____	\$ <u>5483</u>
b) medical insurance no longer through us, add in here if church pays the premium	= \$ _____	\$ _____
c) dental insurance is at \$ ____ per month	= \$ _____	\$ _____

NOTES:

- 1) Please remember that the pastor currently pays \$18 in monthly premiums from after-tax income for disability insurance
- 2) We recommend that each pastor have his or her own life insurance policy in addition to the EFC-ER group policy. Premiums for that are currently paid out of pension contributions at \$19 per month.

# EFC-ER WORKSHEET FOR PASTOR'S MINIMUM COMPENSATION

Version B:  
FOR PASTOR'S WHO LIVE IN A CHURCH-OWNED PARSONAGE

Here are the guidelines for the 2016 minimum compensation for full-time pastors:

1) <u>2015 Compensation for Pastor</u>	= \$ _____	Example: \$ <u>31,200</u>
For 2016,		
a) add for cost of living and experience	x <u>.03</u>	x <u>.03</u>
MINIMUM INCREASE	= \$ _____	\$ <u>936</u>
b) add merit or appreciation increase	= \$ _____	\$ <u>500</u>
c) TOTAL CASH COMPENSATION FOR 2014	= \$ _____	\$ <u>32,636</u>
2) <u>Calculate Parsonage Value...</u>		
Either 30.0% of line 1c above OR annual fair market rental value plus utilities (Example uses the 30.0% option).		
	= \$ _____	\$ <u>9,790</u>
3) <u>TOTAL COMPENSATION</u> (lines 1c plus 2, or cash plus parsonage)	= \$ _____	\$ <u>42,426</u>
4) <u>Fringes for 2015 include:</u>		
a) 12% + 0.5% of line 3 above for pension	x <u>.125</u>	x <u>.125</u>
ANNUAL PENSION	= \$ _____	\$ <u>5,303</u>
b) medical insurance no longer through us, add in here if church pays the premium	= \$ _____	\$ _____
c) dental insurance is at \$ ____ per month	= \$ _____	\$ _____

## NOTES:

- 1) Please remember that the pastor currently pays \$18 in monthly premiums from after-tax income for disability insurance.
- 2) We recommend that each pastor have his or her own life insurance policy in addition to the EFC-ER group policy. Premiums for that are currently paid out of pension contributions at \$19 per month.