

ESTIMATED SALARY IMPACT ON FUTURE BUDGETS

Conference guidelines are a starting point in the negotiation process and vary depending upon several factors. The main factors are the following:

- Years of service
- Parsonage vs housing allowance
- Insurance needs

The figure of \$116,000 is an estimate for a fulltime pastor with 5 years of experience, married with no children.

Using the 2024 budget for fulltime pastor salary of \$93,000 and comparing it to the estimated \$116,000 salary, we would add approximately +\$22,000 to the yearend budget.

\$116,000	Projected Salary
<u>-\$ 93,000</u>	2024 Pastor Salary
(\$ 22,000)	

<u>(- \$ 22,000)</u>	Existing Deficit
+(- \$ 22,000)	Projected Addition to the Deficit W/Fulltime Pastor
(-\$44,000)	New Budget Deficit

Using the 2024 budget for fulltime pastor salary of \$93,000 and a pastor's salary working **80%** of the time we would decrease the \$22,000 budget by \$200. $\$116,000 \times .8 = \$92,800$

\$ 93,000	2024 Pastor Salary
<u>-\$ 92,800</u>	Projected Salary
\$ 200	

<u>(- \$ 22,000)</u>	Existing Deficit
-\$ 200	Projected Decrease to the Deficit
(- \$ 21,200)	New Budget Deficit

Using the 2024 budget for fulltime pastor salary of \$93,000 a pastor working **75%** of the time would earn 87,000 $\$116,000 \times .75 = \mathbf{\$87,000}$

\$ 93,000	2024 Pastor Salary
<u>-\$ 87,000</u>	Projected Salary
\$ 6,000	

<u>(- \$ 22,000)</u>	Existing Deficit
+\$ 6,000	Projected Decrease to the Deficit
<u>(- \$ 16,000)</u>	New Budget Deficit

Using the 2024 budget of \$93,000 for pastor salary a pastor working **50%** of the time would earn would earn \$58,000 $116,000 \times .5 = \mathbf{\$58,000}$

\$ 93,000	2024 Pastor Salary
<u>-\$ 58,000</u>	Projected Salary
\$ 35,000	

<u>(- \$ 22,000)</u>	Existing Deficit
+\$ 35,000	Projected Decrease to the Deficit
<u>(+ \$ 13,000)</u>	0 Deficit - \$13,000 Increase in Funds