

Full-time Clergy Compensation typically includes:

- Salary
- Housing allowance (or parsonage)
- Pension Fund (14% of salary and housing)
- Health insurance or a bonus that, at the minister's option may be used to cover some of the cost for health insurance

Reimbursable expenses include:

- Mileage (in the course of carrying out ministerial duties)
- Assemblies (Regional and General) and workshops - \$1,000 recommended annually
- Continuing education, retreats, software, books, etc. - \$1,000 recommended annually
- Cell phone

Given the 24/7 on-call nature of pastoral ministry, clergy called to full-time ministry are often encouraged to re-charge often and thus given:

- 4 weeks of vacation
- 1 week continuing education and/or retreat
- Minimum 1 designated day off per week plus holidays
- 3-month Sabbatical after 5 years of service with a requirement of on year minimum of service to the congregation following Sabbatical

It is often a good idea for the congregation to outline a compensation package and give the pastor freedom to re-negotiate the distribution of the total amount.

Example:

Total of all compensation offered: \$75,000

- Congregation offers 40,000 salary and \$12,000 housing allowance plus a "bonus" of \$7,000 which the pastor may take as part of salary and at their option apply to offset costs for a family health insurance policy costing her family \$8,250 annually. Total thus far is \$59,000. 14% of salary and housing is \$7,280. New total is \$66,280.
- Reimbursable expenses (as in the example above) include:
 - \$3,000 mileage/travel at current IRS mileage rate
 - \$1,000 Assemblies and workshops

- \$1,000 Continuing education. retreats, software etc.
 - Grand Total: 71,280
- If the congregation offers the full \$75,000, pastor has the option to re-allocate the balance of \$3,720

The denomination's Pension Fund no longer offers health insurance and pastors will have to find that on the open market.

- If the congregation offers the full \$75,000, pastor has the option to allocate the balance of \$3,720 or re-allocate the package so that it enables the pastor to do effective work and provides an average income (for the other professionals in the congregational membership) with which to support a family

Obviously, not every congregation sets compensation at the same level. Many factors like location, cost of living, average worship attendance and congregation debt service may influence what congregations offer.

Fundamentally, congregations are of two types when it comes to clergy compensation. Some view clergy as employees who are to be devoted to providing whatever congregation members need. Others believe that clergy are primarily charged to serve and support disciples of Jesus who are engaged in missions and ministries that matter - in a cause that is as important as any other community high priority. Most congregations have a bit of both in them but tend to lean one way or the other.

Congregations that choose to improve their discipleship and carry out mission and ministry well seem to enjoy longer, more satisfying life than those congregations that focus on mere survival for the benefit of members.

Part-time clergy with similar qualifications and experience may receive a percentage of the amounts and benefits described above.