

WORKSHEET FOR YEAR 2020 CLERGY COMPENSATION, BENEFITS AND EXPENSES_

This sheet is designed to give approximate values for compensation packages. A pastor's circumstances may affect the actual compensation amounts for Social Security Allowance and Portico Benefits Services contributions. Consult with the Portico Benefits Services at their web site (<https://employerlink.porticobenefits.org/>) for more information.

<u>Section A - Compensation</u>	<u>2019</u>	<u>2020</u>
1. Cash Salary		
2. Housing		
a. Allowance (\$12,000 - \$15,000)		
OR		
b. Parsonage Value (line 1+ line 3 x 0.3)		
Furnishings Allowance		
3. Social Security Allowance		
If you choose to pay half Social Security [line 3 x 0.0765]		
If you choose to pay full Social Security [line 3 x 0.153]		
4. Housing Equity Allowance		
<u>Section B – Board of Pensions Benefits</u>		
5. Determine Defined Compensation.		
Parsonage - add lines 1 and 3. multiply result by 1.3		
Housing allowance - add lines 1,2, and 3		
6. Calculate benefits based on Defined Compensation (line 5) using the Portico Benefits Services calculator .		
a. Pension Contributions		
b. Health, Death Benefit, Disability, Administration		
c. Total Board of Pensions benefits (line 6a+6b)		
<u>Section C – Expenses of Ministry</u>		
7. Allowances		
a. Continuing Education and Books		
b. Car Allowance or Mileage Reimbursement		
c. Medical Reimbursement		
d. Sabbatical Reserve Fund		
e. Other		

While Section C is not directly compensation paid to the pastor, these are ministry expenses of the congregation that are directly attributable to the work of the pastor.