

Instructions: Check all categories and figures with regard to tax laws and diocesan or denominational policies and guidelines.

Stipend: Set upper and lower limits. Actual stipend to depend on education and experience Is allowance for Social Security tax provided ?	Lower Limit _____	Mid-Range _____	Upper Limit _____
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Housing: a: Provided by Rector i. Housing Allowance or b: Provided by Parish i. Fair Rental Value ii. Social Security tax on fair rental value. Who pays? iii. Utilities Allowance iv. Equity Allowance	_____ _____ _____ _____
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Pension: Generally a percentage of the combined Stipend and Housing. (For Episcopal Church use 18%)	_____
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Car Allowance: a: Parish provides car. Budgeted cost per year. or b: Clergy supplies own car. Anticipated cost per year.	_____ _____
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Other Reimbursed Business Expenses:	_____
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Health Benefits: This will vary depending on the insurance company and the number of people covered under the plan. For planning purposes use a couple with two children.	_____
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Continuing Education: Number of weeks per year Continuing Education Expense Reimbursement	Weeks _____	Cost _____
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Vacation Leave: Number of weeks per year Cost of Supply Clergy During Vacation	Weeks _____	Cost _____
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Sabbatical Leave: Accrual Rate. Weeks per year. Contribution to Sabbatical Fund per year	Weeks _____	Cost _____
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Total Cost of Compensation Plan:	Lower Limit _____	Mid-Range _____	Upper Limit _____
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