

Table 1

	<b>FT LEAD PASTOR (Elder)</b> <i>(No outside PT or FT job, unless approved by church board and superintendent.)</i>		<b>PT Bivocational Solo Pastor</b>		<b>FT STAFF PASTOR (Elder)</b>	
<b>BASIC</b> (Note: this is a regional average from <a href="http://livingwage.mit.edu">livingwage.mit.edu</a> for 1 person. To get the specific amt for your county, check the website)	Hourly Living Wage for one person	\$16.	Hourly Living Wage for one person	\$16	Hourly Living Wage for one person	\$16
	x40 hours	\$	x hours per week	\$	x40 hours	\$
	x52 weeks	\$	x52 weeks	\$	x52 weeks	\$
<b>Equals Base Annual Salary (BAS)</b> (including housing*):	.	\$ 33,280	Base Annual Pay (BAP).*	\$	.	\$ 33,280
<b>+ Education (CHOOSE 1):</b>						
<i>No specific education requirement</i>						
<i>Bachelors (ex: w/ \$25,000 BAS, add \$5,000)</i>	+ (BAS x .2)	+	+ (BAP x .2)	+	+ (BAS x .2)	+
<i>Seminary Masters (ex: w/ \$25,000 BAS, add \$15,000)</i>	+ (BAS x .6)	+	+ (BAP x .6)	+	+ (BAS x .6)	+
<i>Ministry-related Doctorate</i>	+ (BAS x .8)	+	+ (BAP x .8)	+		
<b>+Church Size (Average worship attendance as reported on last year's FM Annual Report). CHOOSE 1:</b>						
<i>under 100</i>	+ (BAS x .2)	+				
<i>100-220 average weekly</i>	+ (BAS x .4)	+	<i>If your church is over 100, or your annual budget is over \$150,000, every effort should be made to move your pastor to full time.</i>			
<i>221-499 average weekly</i>	+ (BAS x .6)	+				
<i>500-999 average weekly</i>	+ (BAS x .8)	+				
<i>over 1000</i>	+ (BAS x 2.0)	+				
<b>+Job Responsibility Adjustments</b> CHOOSE 1:						
<i>Bi-vocational Pastor with limited responsibilities (significant lay leadership)</i>			+ (BAP x .2)	+		
<i>Solo Pastor</i>	+ (BAS x .4)	+				
<i>Staff Pastor: Oversight of other FT paid staff</i>					+ (BAS x .6)	+
<i>Lead Pastor: Oversight of other PT paid staff</i>	+ (BAS x .6)	+				
<i>Lead Pastor: Oversight of other FT paid staff</i>	+ (BAS x .8)	+				

<b>+Years Experience</b>			
FT Ministry Experience ( <i>max: 25</i> )	+ {(BAS x .02) x years of ministry experience} = +		+ {(BAS x .02) x years of ministry experience} = +
Life Experience ( <i>total of Life Experience + Ministry experience cannot exceed Ministry Experience max</i> )	+ {(BAS x .01) x years of pertinent secular experience} = +		+ {(BAS x .01) x years of ministry experience} = +
<b>+Evaluation adjustments to consider</b>			
<i>Growth year for churches under 100: for every 5 people your average attendance grew...</i>	+	+	
<i>Growth year for churches over 100: For every 5% your church grew...</i>	+	+	
<i>Exceptional Leadership, Outstanding Job Performance</i>	+	+	+
<i>Significant New Job Responsibilities</i>	+	+	+
<i>Staff Pastor: Unique contribution (skills hard to replace)</i>			+
<i>If your congregation reflects a wealthy demographic, consider adjusting your pastor's salary to better align with your congregation.</i>	+		+
<i>Needed adjustment due to significant decrease in church income or attendance (NOTE: to remain FT must still add up amounts above the dotted line)</i>	-	-	-
Recognizing that the pastor is self-employed for purposes of Social Security, some churches choose to add to the salary an amount equal to half the self-employment tax. Add 7.65% of the salary subtotal	+	+	+
<b>Annual Salary &amp; Housing</b>			
<i>(Amt designated for housing:*)</i>			
<b>COMPLETE SALARY &amp; BENEFITS PACKAGE:</b>			
<b>Annual Salary &amp; Housing</b> (listed above)			
<b>+ Pension (13.5%)</b>			

+ Life & Disability Insurance <i>(payable to Genesis Conference)</i>			
+Health Insurance			
+Worker's Comp Insurance			
+Conferences / Continuing Ed			
+ Other Benefits			
<b>Total Cost to church:</b>			
		*Template for understanding of hours / pay	

Rationales:

-We start with a living wage for one person, no dependents, in our region. A living wage accounts for **basic** needs (including paying taxes), in the actual community of the church. It does not include things like vacations, restaurants, entertainment or savings. More information (as well as a living wage for a family) can be found here: <https://livingwage.mit.edu>. This "one person no children" number is the only one we use from this page.

-For education: In addition to education often contributing to a pastor who is better prepared to study, preach and teach, the cost of education is significant. The average college debt in the US is almost \$30,000. Monthly payments over 10 years will amount to well over \$3,000 a year.

-As church size increases, the skills needed for pastoral leadership also increase (as does the income of the church). Larger churches must not only consider the need to pay their current pastors well, they must also consider the future challenge for finding a new pastor with the skills and experience to lead in a new season.

-For years of experience: As annual budgets are considered each year, churches must not only adjust the pastor's salary for cost of living, but also must adjust because the pastor now has another year of experience. We do not want to create a culture in our churches where the only way you get a pay raise beyond the cost of living is to leave and go to a new church!