

Calculating Minimum and Total Salary • Senior Pastor

The minimum represents employment earnings. It is the pastor's responsibility to identify how much is to be allocated for housing (Clergy Residence Deduction based on CRA rules).

If the church provides a parsonage, then the recommended salary (Step 8) is reduced by the fair rental value of the parsonage or 30% of the recommended minimum (Step 1), whichever is less.

Step 1 **Recommended Minimum Salary for 2011 (including Housing)** **\$ 41,000.00**

Step 2 **Calculate adjustment based on Church's Annual Budget. Use the current year's total budget (2010) to determine the figure to be used.**

Calculation based on Church Budget

If the Church's Budget is...	% of Minimum Salary to be added:	Our Percentage is:
\$0 and \$60,000	0%	
\$61,000 and \$100,000	Add 3%	
\$101,000 and \$150,000	Add 7.5%	
\$151,000 and \$200,000	Add 10%	
\$201,000 and \$275,000	Add 15%	
\$276,000 and \$350,000	Add 20%	
\$351,000 and \$425,000	Add 25%	
\$426,000 and above	Add 30%	

Step 3 **Adjustment to Minimum Salary** **\$ -**

Step 4 **Calculate adjustment for length of service**

Total number of years of accumulated service

Calculation for Length of Service

Number of Years of Accumulated Service	% of Minimum Salary to be added:	Our Percentage is:
(Total of previous & current yrs. of service)	added:	is:
1 to 2 years	Add 5%	0%
3 to 4 years	Add 7.5%	0.0%
5 to 7 years	Add 10%	0%
8 to 10 years	Add 12.5%	0.0%
11 to 14 years	Add 15%	0%
15 to 19 years	Add 20%	0%
20 to 24 years	Add 25%	0%
25+ years	Add 30%	0%

Step 5 **Adjustment to Minimum Salary** **\$ -**

Step 6 **Total Adjusted Minimum Salary: ADD Steps 1+3+5** **\$ 41,000.00**

Step 7 **% Increase for Merit** **\$ -**

Step 8 **Pension Contribution** **\$ -**

Step 9 **Recommended Salary*: ADD Steps 6+7+8** **\$ 41,000.00**

* Additional compensation should be considered in a multi-staff Church.

Cost of Benefits & Ministry Expenses

Medical Insurance		\$0.00
Professional Dev.		\$0.00
Hospitality Allowance		\$0.00
Book Allowance		\$0.00

Car Allowance @ 50¢/mi		\$0.00	
Other		\$0.00	
Other		\$0.00	
Other		\$0.00	
Benefits & Expenses Sub-Total		TOTAL	\$ -

Step 10

Total Salary plus Benefits & Expenses	\$ 41,000.00
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