

Pastoral Budget Worksheet

Minister's Compensation	This Year	Next Year
Cash salary		
Housing (either a or b)		
a. Parsonage rental value	a)	
Parsonage allowance		
Utilities allowance		
b. Housing allowance	b)	
Social Security/Medicare tax offset*		
Total compensation	\$	\$
Benefits	This Year	Next Year
Comprehensive Plan premiums		
Retirement Only contributions		
Medical and dental premiums		
Total benefits	\$	\$
Ministry Related Expenses**	This Year	Next Year
Automobile expenses (at _____ a mile)		
Convention expenses		
Continuing education		
Books, periodicals, other resources		
Hospitality fund		
Other expenses		
Total reimbursement for ministry-related expenses	\$	\$

Negotiating Compensation

Feeling good about your compensation allows you to focus on doing your best work in ministry. Negotiating a fair compensation package requires collaboration between the pastor and the church. Work together with your church to conduct those discussions in a spirit of good will that avoids rancor and ensures a positive outcome.

* Employers choose whether or not to include the Social Security/Medicare tax offset for determining The Comprehensive Plan premiums.

**Most Ministry Related Expenses should be reimbursed under a tax advantaged accountable plan.