

## Clergy Compensation Guidelines

“Compensation” is constituted as the combination of all cash compensation, as defined below, and housing. The two combined represent the figure reported to the Church Pension Fund and are the basis on which those premiums are computed. NOT included in that amount are “benefits” (pension premiums and health insurance) nor “church expenses” (travel reimbursement, continuing education, etc...):

### **A. Cash compensation:**

Salary, social security allowance, utilities/household allowances, and contributions to tax deferred plans.

### **B. Housing:**

- If a rectory is provided, it is defined to be worth 30% of the cash compensation reported above.
- When a housing allowance is provided, it should be at least 30% of cash compensation and determined based on the actual cost of housing in your area.

Minimum Compensation \$ 51,634