

Compensation Worksheet 2025

Congregation Name: _____

Name of Clergy person: _____

Weeks of Annual Vacation (must be at least four): _____

Weeks of Annual Study Leave (must be at least two): _____

Date of Last Sabbatical (PSNE Policy is every 6 years): _____

Name of Person Filling out this Form: _____

Contact Info (phone/email) : _____

Date: _____

The recommended minimum salary (cash + housing/manse) is \$71,000 and COLA increase is 3%. <https://www.ssa.gov/cola/> The full 2025 Pastoral Compensation Policies can also be found on the PSNE website.

Cash Salary	
Housing Allowance (if not in a manse)	
Bonus(es)	
Employee Contributions (403b, equity allowances, tax-sheltered annuity)	
Other (medical reimbursement or additional non BOP insurance)	
Manse (must be at least 30% of all fields above)	
Total Effective Salary (Total of Above)	

Board of Pension, Death and Disability Plan, Temporary Disability Plan, Employee Assistance and Education Plan access (as needed) 10% of effective salary required	
Use BOP Medical Decision Guide for 2025 to determine coverage of next two items: https://www.pensions.org/decision-guide/ <i>You can also call the COM and/or our Church Consultant, the Rev. Carrie Mitchell at the BOP for assistance</i>	
Congregational Pastor Package Medical Plan for Clergy person only 16% of effective salary required (choose between this and/or Transitional Pastor Medical Plan)	

Transitional Pastor Medical Plan for Clergy person only 33% of effective salary required (choose between this and/or Congregational Pastor Package Medical Plan)	
Dental via Board of Pensions optional	
Vision Care via Board of Pensions optional	
Supplemental Death and Disability via Board of Pensions optional	

Continuing Education Expenses \$2500.00 minimum	
Professional Expenses	
Auto Expenses	
SECA Offset 7.65% of Effective Salary (anything over 50% must be included in effective salary)	

Other Vouchered Expenses	
Other Vouchered Expenses	

	Clergy Signature
	Clerk of Session Signature

All information about Board of Pensions benefits offered such as Medical, Pension, Vision Care, Dental, Flexible Spending Account and 403(b) can be found at: www.pensions.org

All other information about pastoral compensation can be found on the PSNE website for the approved 2025 Pastoral Compensation policies which include sabbatical, family leave, etc.

This worksheet is due to the Stated Clerk of the Presbytery via email no later than February 15, 2025

