



ANNUAL REVIEW OF PASTOR'S COMPENSATION PACKAGE

	This Year's Package	Next Year's Package
Pastor' Compensation		
Basic Salary	\$ _____	\$ _____
Benefits		
Housing Allowance	\$ _____	\$ _____
General Baptist Pension	\$ _____	\$ _____
Social Security Off-set	\$ _____	\$ _____
Insurance	\$ _____	\$ _____
Other	\$ _____	\$ _____
Total	\$ _____	\$ _____
Business Expense Reimbursement	\$ _____	\$ _____

Base Salary: To set for a fully funded position (church providing livable income so minister does not need supplemental income), research salaries for comparable positions in the community (pastors of comparable churches, administrative positions, etc.); for bivocational pastors, some churches determine the pastor's average weekly work and translate this into how many days a week this would be.

Benefits: These assist the pastor's fixed expenses. Certain benefits provide tax advantages for ministers when set up by IRS regulations. The housing/parsonage/rental allowance is the most beneficial allocation. It varies according to circumstances as to deciding on benefits.

Business Expense Reimbursement: These expenses are not considered under benefits, as they relate to cost for church work (business miles, church supplies, professional books, etc.). Such reimbursements are subject to taxable income unless paid through an accountable reimbursement plan by IRS regulations. It can be easily set by a church, but IRS requirements must be followed.

Contact General Baptist Pastoral Ministries Department for more information concerning a minister's compensation package. Specific legal and tax situations need to be addressed by legal and tax professionals.