

Fair & Just Compensation for Church Workers
Northern California Nevada Conference, United Church of Christ

WORKSHEET A: COMPENSATION FOR AUTHORIZED MINISTER IN 3-WAY COVENANT

Part 1: Base Salary

Category (Guideline)	2024 Guideline	Local Church Amount/Response
Baseline Salary (A1)	\$66,560 per year \$32 per hour	
Local Cost of Living Adjustment (A3)	1% of Median Single-Family Home Selling Price in Local Church ZIP Code	
Experience & Education Points (A4)	See Grid	
Setting Points (A5)	See Grid	
Points Multiplier (A6)	\$875 per point	
Total Base Salary		

Part 2: Social Security Offset

Category (Guideline)	2024 Guideline	Local Church Amount/Response
Social Security Offset (A7)	7.65%	
Total Base Salary	From Part 1	
Total Direct Compensation		

Part 3: Standard Benefits

Category (Guideline)	2024 Guideline	Local Church Amount/Response
Retirement Annuity (A8)	14%	
Life & Disability Insurance (A9)	1.5%	
Criminal Background Check Reimbursement (A10)	\$160	
Total Standard Benefits		

Part 4: Customary Benefits

Category (Guideline)	2024 Guideline	Local Church Amount/Response
Minister + Family Health Plan (A11)	See Annual Premium Rates	
Total Customary Benefits		

Part 5: Entitlements

Category (Guideline)	2024 Guideline	Local Church Amount/Response
Weekly Days Off (A12)	2	
Annual Leave (A13)	25 Working Days	
Holidays (A14)	12 Working Days	
Lifelong Learning Leave (A15)	15 Working Days	
Sabbatical Policy (A16)	In Place	
Parental Leave (A17)	2 Calendar Months (60 Days)	
Sick Leave (A19)	12 Working Days	
Wider Church Participation (A21)	Provided	
Total Entitlements		

Part 6: Professional Expenses

Category (Guideline)	2024 Guideline	Local Church Amount/Response
Professional Expense Account (A22)	\$2,500	
Mobile Phone (A23)	\$50/month reimbursement	
Wider Church Participation (A24)	All Fees	
Community of Practice (A25)	\$250	
Total Professional Expenses		
Total Pastoral Compensation Budget		