

**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)	2025 Guideline	Local Church Amount/Response
Baseline Salary (A1)	\$68,640.00 per year \$33 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)	\$900 per point	
<b>Total Base Salary</b>		

*Part 2: Social Security Offset*

Category (Guideline)	2025 Guideline	Local Church Amount/Response
Social Security Offset (A7)	7.65%	
Total Base Salary	From Part 1	
<b>Total Direct Compensation</b>		

*Part 3: Standard Benefits*

Category (Guideline)	2025 Guideline	Local Church Amount/Response
Retirement Annuity (A8)	14%	
Life & Disability Insurance (A9)	1.5%	
Criminal Background Check Reimbursement (A10)	\$160	
<b>Total Standard Benefits</b>		

*Part 4: Customary Benefits*

Category (Guideline)	2025 Guideline	Local Church Amount/Response
Minister + Family Health Plan (A11)	See Annual Premium Rates	
<b>Total Customary Benefits</b>		

*Part 5: Entitlements*

Category (Guideline)	2025 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	
<b>Total Entitlements</b>		

*Part 6: Professional Expenses*

Category (Guideline)	2025 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	
<b>Total Professional Expenses</b>		
<b>Total Pastoral Compensation Budget</b>		