

Appendix D

2019/2020 Calculations

1. Base Salary

\$31,250 for (2019/2020). (This is rise of 2.00% from last year.)

2. Experience Allowance

Years of Experience	Factor	Years of Experience	Factor	Years of Experience	Factor
1	781	5	3,905	9	7,029
2	1,562	6	4,686	10	7,810
3	2,343	7	5,467	11	8,591
4	3,124	8	6,248	12+	9,372

3. Supervisory Allowance

Senior pastor allowance \$2,300

4. Past Education Allowance

First degree \$1,250

Second (higher degree) \$1,250

or

Non degree, vocational courses \$625

5. Membership Allowance

0	-	50.....	\$0
51	-	75.....	\$1,150
76	-	100.....	\$2,300
101	-	150.....	\$3,450
151	-	200.....	\$4,600
201 and over.....			\$5,850

6. Other Allowance - Discretionary

7. Housing Allowance

If the pastor owns or rents his own home, a house allowance should be provided.

8. Home Equity

The home equity allowance should be 10% of the applicable housing allowance.