

APPENDICES

Appendix A

2012 Pastors Compensation Guidelines

NOTE: The guidelines offered here are based upon CASH COMPENSATION (CC) which consists of base salary, housing and Self-Employment Tax (SET) compensation. The 2012 figures have been adjusted to include the full SET amount of 15.3%

Pastor with Parsonage		
Years of Experience	2011 CC	2012 CC
Year 1	39,047	\$39,437
Year 2	39,730	\$40,127
Year 3	40,424	\$40,828
Year 4	41,131	\$41,542
Year 5	41,852	\$42,271
Year 6	42,585	\$43,011
Year 7	43,329	\$43,762
Year 8	44,087	\$44,528
Year 9	44,860	\$45,309
Year 10	45,644	\$46,100
Year 11	46,443	\$46,907
Year 12	47,255	\$47,728
Year 13	48,082	\$48,563
Year 14	48,921	\$49,410
Year 15	49,780	\$50,278
Year 16	50,650	\$51,157
Year 17	51,538	\$52,053
Year 18	52,440	\$52,964
Year 19	53,357	\$53,891
Year 20	54,290	\$54,833
Year 21	55,240	\$55,792
Year 22	56,209	\$56,771
Year 23	57,191	\$57,763
Year 24	58,191	\$58,773
Year 25	59,211	\$59,803
Year 26	60,247	\$60,849
Year 27	61,303	\$61,916
Year 28	62,375	\$62,999
Year 29	63,465	\$64,100
Year 30	64,576	\$65,222
Year 31	65,706	\$66,363
Year 32	66,855	\$67,524
Year 33	68,025	\$68,705
Year 34	69,216	\$69,908
Year 35	70,427	\$71,131
Year 36	71,662	\$72,379
Year 37	72,913	\$73,642
Year 38	94,191	\$95,133
Year 39	75,489	\$76,244
Year 40	77,723	\$78,500

Pastors with Housing Allowance		
Years of Experience	2011 CC	2012 CC
Year 1	49,241	\$49,733
Year 2	50,100	\$50,601
Year 3	50,979	\$51,489
Year 4	51,871	\$52,390
Year 5	52,777	\$53,305
Year 6	53,701	\$54,238
Year 7	54,642	\$55,188
Year 8	55,596	\$56,152
Year 9	56,570	\$57,136
Year 10	57,561	\$58,137
Year 11	58,568	\$59,154
Year 12	59,592	\$60,188
Year 13	60,636	\$61,242
Year 14	61,696	\$62,313
Year 15	62,775	\$63,403
Year 16	63,874	\$64,513
Year 17	64,994	\$65,644
Year 18	66,130	\$66,791
Year 19	67,287	\$67,960
Year 20	68,465	\$69,150
Year 21	69,664	\$70,361
Year 22	70,882	\$71,591
Year 23	72,122	\$72,843
Year 24	73,386	\$74,120
Year 25	74,668	\$75,415
Year 26	75,975	\$76,735
Year 27	77,305	\$78,078
Year 28	78,658	\$79,445
Year 29	80,032	\$80,832
Year 30	81,436	\$82,250
Year 31	82,861	\$83,690
Year 32	84,310	\$85,153
Year 33	85,784	\$86,642
Year 34	87,286	\$88,159
Year 35	88,813	\$89,701
Year 36	90,370	\$91,274
Year 37	91,949	\$92,868
Year 38	93,558	\$94,494
Year 39	95,198	\$96,150
Year 40	96,862	\$97,831