

**Annual Pastoral Compensation and Benefits**

Church of the Nazarene

Financial Package for (name of pastor): \_\_\_\_\_

	Month	Annual
1. Housing Allowance		
2. Health Insurance: premiums, HRA or HSA for co-pays, Rx's, OTC drugs, dental, vision, AD&D, and life insurance.		
3. Tax-sheltered annuity (with signed agreement)		
4. Social Security Re-imbusement		
5. Cash Salary		
6. Other (explain)		
<b>Total Financial Package</b>		

**Professional Expenses Reimbursement:** *To be paid out of church expenses with proper accounting to the church treasurer.* Month: \_\_\_\_\_ Annual: \_\_\_\_\_

**General Assembly Expense:** *For pastor to attend General Assembly every four years. Set aside \$600 per year in a saving account.* Month: \_\_\_\_\_ Annual: \_\_\_\_\_

**Policies:** Pastor's salary and benefits package will be reviewed each year one month before budget planning meeting. Use a new form for any changes.

**Paid Vacation:** Determined by years of service in the denomination: Circle one

1-5 = 2 weeks                  6-10 = 3 weeks                  11-14 = 4 weeks                  15 plus = 5 weeks

**Professional Week:** Yes \_\_\_\_\_ No \_\_\_\_\_

*Attendance at General Assembly, conventions, district assembly, camp meeting and other district activities will not be counted as vacation.*

**Sabbatical Leave:** After 6 years of service to the local church, a \_\_\_\_\_-week paid sabbatical will be granted.

**Bonus:** A \$ \_\_\_\_\_ Christmas bonus will be given to the pastor from the church.

**Pastor Appreciation:** Pastor will be remembered in some way in October for Pastors Appreciation Month.

**Love Offerings, Personal Gifts:** These may be given from the congregation or by individuals at any time.

**Maternity or Paternity Leave:** Yes \_\_\_\_\_ No \_\_\_\_\_ Weeks with Pay \_\_\_\_\_

**Any other agreement made between pastor and church:** (please use separate sheet if needed)

Adopted by the Church Board on \_\_\_\_/\_\_\_\_/\_\_\_\_ (mm/dd/yyyy)

Effective Date: \_\_\_\_\_ to February 28, 2022

Pastor's Signature: \_\_\_\_\_

Church Board Secretary's Signature: \_\_\_\_\_

**Instructions:**

1. Send a copy to the District Office
2. Include this in the church board minutes in order to meet the IRS requirements of "designated in advance" for housing allowance, health insurance, and professional expense reimbursements, along with being a written contract between the pastor and church board.
3. It can be amended any time but not back-dated