

**2010 Pastoral Worksheet for Calculating Cash Salary, Housing Declaration & Social Security**

(Read and review the instructions before completing this worksheet)

Pastor: \_\_\_\_\_ Church: \_\_\_\_\_

**I. CASH SALARY – calculation – use ONE of the following 4 options- the Local Church determines the option  
For pastors living in a parsonage, use options I.a. or I.b. only.  
For pastors given a Housing Allowance, use any of the 4 options and see further instructions below.**

**a) PERCENTAGE INCREASE**

2009 Cash Salary \$ \_\_\_\_\_ X 1.0% increase = 2010 increase \$ \_\_\_\_\_

2010 increase \$ \_\_\_\_\_ + 2009 Cash Salary \$ \_\_\_\_\_ = **2010 Cash Salary \$ \_\_\_\_\_**

**b) PERCENTAGE INCREASE + MERIT RAISE**

2009 Cash Salary \$ \_\_\_\_\_ X 1.0 % increase + merit raise \_\_\_\_\_ % or \$ \_\_\_\_\_ = 2010 increase \$ \_\_\_\_\_

2010 increase \$ \_\_\_\_\_ + 2009 Cash Salary \$ \_\_\_\_\_ = **2010 Cash Salary \$ \_\_\_\_\_**

Enter 2010 Cash Salary figure on Worksheet: (III. Social Security line a) AND IV. Taxable Salary line A.

Enter 2010 Cash Salary figure on 2010 Statement of Pastoral Compensation, line A

**c) PERCENTAGE INCREASE INCLUDES 2009 CASH SALARY + HOUSING ALLOWANCE**

2009 Cash Salary \$ \_\_\_\_\_ + 2009 Housing Allowance \$ \_\_\_\_\_ = 2009 Total \$ \_\_\_\_\_

2009 Total \$ \_\_\_\_\_ X 1.0 % increase = 2010 increase \$ \_\_\_\_\_

2010 increase \$ \_\_\_\_\_ + 2009 total \$ \_\_\_\_\_ = 2010 Total \$ \_\_\_\_\_

Determine how much of the new total is the **2010 Cash Salary** and how much is the 2010 Housing Allowance.

2010 Total \$ \_\_\_\_\_ = **2010 Cash Salary \$ \_\_\_\_\_** + 2010 Housing Allowance \$ \_\_\_\_\_

**d) PERCENTAGE INCREASE INCLUDES 2009 CASH SALARY + HOUSING ALLOWANCE + MERIT RAISE**

2009 Cash Salary \$ \_\_\_\_\_ + 2009 Housing Allowance \$ \_\_\_\_\_ = 2009 Total \$ \_\_\_\_\_

2009 Total \$ \_\_\_\_\_ X 1.0 % increase + merit raise \_\_\_\_\_ % or \$ \_\_\_\_\_ = 2010 increase \$ \_\_\_\_\_

2010 increase \$ \_\_\_\_\_ + 2009 total \$ \_\_\_\_\_ = 2010 Total \$ \_\_\_\_\_

Determine how much of the new total is the **2010 Cash Salary** and how much is the 2010 Housing Allowance.

2010 Total \$ \_\_\_\_\_ = **2010 Cash Salary \$ \_\_\_\_\_** + 2010 Housing Allowance \$ \_\_\_\_\_

**For pastors given a Housing Allowance:**

If the pastor is not designating part of his cash salary for housing, then use appropriate 2010 Cash Salary figure from I.a, I.b, I.c. or I.d as the Cash Salary and enter as follows:

-Enter 2010 Cash Salary figure on Compensation Worksheet Item III. Social Security line a & Item IV. Taxable Salary line A.

-Enter 2010 Cash Salary figure on 2010 Statement of Pastoral Compensation, line A

-Enter 2010 Housing Allowance amount from the church on Compensation Worksheet Item III. Social Security b. & Item V. Actual Salary to be Received, line B.

-Enter 2010 Housing Allowance amount from the church on 2010 Statement of Pastoral Compensation, line B.

If the pastor is designating part of his cash salary for housing, do not enter the 2010 cash salary figure as instructed above. Proceed to Section II. 2010 Declaration of Housing Allowance & complete adjusted cash salary & Housing Declaration

**II. 2010 DECLARATION OF HOUSING ALLOWANCE**

**a) ADJUSTED CASH SALARY:**

2010 Cash Salary (I.a, I.b, I.c or I.d from page 1) \$ \_\_\_\_\_  
- (minus) Amount designated for Housing by pastor \$ \_\_\_\_\_  
= **2010 Adjusted Cash Salary** \$ \_\_\_\_\_

Enter 2010 Cash Salary figure on Compensation Worksheet Item III. Social Security line a & Item IV. Taxable Salary line A.  
Enter 2010 Cash Salary figure on 2010 Statement of Pastoral Compensation, line A

**b) HOUSING DECLARATION:**

Amount Designated by the pastor's Church + \$ \_\_\_\_\_  
+ Amount Designated from Cash Salary by the Pastor + \$ \_\_\_\_\_  
= 2010 Housing Allowance Declaration = \$ \_\_\_\_\_

Enter 2010 Housing Allowance Declaration on Worksheet Item III. Social Security b. & Item V. Actual Salary to be Received, line B.

Enter 2010 Housing Allowance Declaration on 2009 Statement of Pastoral Compensation, line B.

**III. SOCIAL SECURITY-calculation**

a) 2010 Cash Salary + \_\_\_\_\_  
b) Housing Allowance + \_\_\_\_\_  
c) Rental Value of the Parsonage (if applicable) + \_\_\_\_\_  
d) Utilities paid by the Church (if applicable) + \_\_\_\_\_  
e) Personal Flexible Spending Account Contribution (if applicable) - \_\_\_\_\_  
f) Pre-Tax Health Insurance premium Co-pay (paid by the pastor) - \_\_\_\_\_  
g) Total = \_\_\_\_\_  
h) X .0765 (1/2 of Social Security Rate) = \_\_\_\_\_

Enter the figure from III.h. on Worksheet below as IV-B Taxable Compensation  
Enter the figure for III.h on 2010 Statement of Pastoral Compensation, line C.

**IV. TAXABLE COMPENSATION**

A. 2010 Cash Salary \$ \_\_\_\_\_  
B. One-half Social Security (see Worksheet for Calculation) + \$ \_\_\_\_\_  
C. Less Parsonage Furnishings Allowance\*\* - \$ \_\_\_\_\_  
D. Less Personal Pensions Contribution (W-2.Box 12A) - \$ \_\_\_\_\_  
E. Less Personal Contribution Health Flexible Spending Account (FSA) - \$ \_\_\_\_\_  
F. Less Health Insurance Premium Co-Pay (pre-tax) - \$ \_\_\_\_\_  
G. Total Taxable Compensation (W-2, Box 1) \$ \_\_\_\_\_

(Housing Allowance is not included in Taxable income. It is reported in Box 14 of the W-2.  
Any unused portion of the Housing Allowance is reported by the pastor on Line 21 of his IRS Form 1040 as Other Income

**V. ACTUAL SALARY TO BE RECEIVED**

A. Total Taxable Compensation (figure from IV. G) \$ \_\_\_\_\_  
B. Housing Allowance OR Parsonage Furnishing Allowance + \$ \_\_\_\_\_  
TOTAL \$ \_\_\_\_\_

For those living in a parsonage: (Amount of cash salary excludable for parsonage furnishing allowance as designated by the Local Conference \$ \_\_\_\_\_ in accord with IRS Code Section 107 and not included in taxable income, Box 2, W-2, but reported in Box 14, W-2, along with the Parsonage Rental Value)

**VI. NON-COMPENSATION ITEMS** (if applicable, include in Social Security Computation)

A. Parsonage Rental Value (those living in church supplied housing) \$ \_\_\_\_\_  
(Fair Rental value appraisal required every 3 years)  
B. Parsonage Utilities (paid by the church, estimate) \$ \_\_\_\_\_  
C. Vacation Number of Weeks \_\_\_\_\_  
(Vacation Year: July 1 to June 30 (NC Rule 1002.1)

Attach the Compensation Worksheet pages to the Statement of Pastor's Compensation Package Form.  
The signatures below represent approval of these 2010 salary calculations by the Local Conference.

Pastor : \_\_\_\_\_ Date \_\_\_\_\_