

Exhibit 1

Worksheet for Congregational Development of Professional Church Worker Compensation

1. Base Salary

a. Education Level and
Number of years of creditable service _____
(Exhibit 2, p. 17-18) (See p. 6, 7th bullet in Part III for
assistance in determining levels of second career workers.)

b. Adjustment for size of congregation/school
 $\frac{\text{_____}}{\text{(Salary Index, p. 8)}} \times \text{_____}$

c. Adjustment for regional COLA _____

Subtotal _____

(Amount designated for
Housing Allowance _____)
(Exhibits 3 and 4, p. 19-20)

2. Allowances and Supplemental Benefits

a. Housing Equity
(if parsonage or renting) _____
(p. 9-10)

b. Social Security _____
(p. 12)

c. Retirement, Welfare, Survivor Benefits _____
(p. 12)

d. CHP off-set, 5.0% _____

e. _____

3. Ministry Related Expenses

a. Auto _____
(p. 14)

b. Continuing Education, Professional Seminars _____
(p. 14)

c. Conferences (District/Synod) _____
(p. 14)

d. Memberships in Professional Organizations _____

e. Professional Books/Periodicals _____
(p. 14)

f. _____

g. _____

TOTAL _____