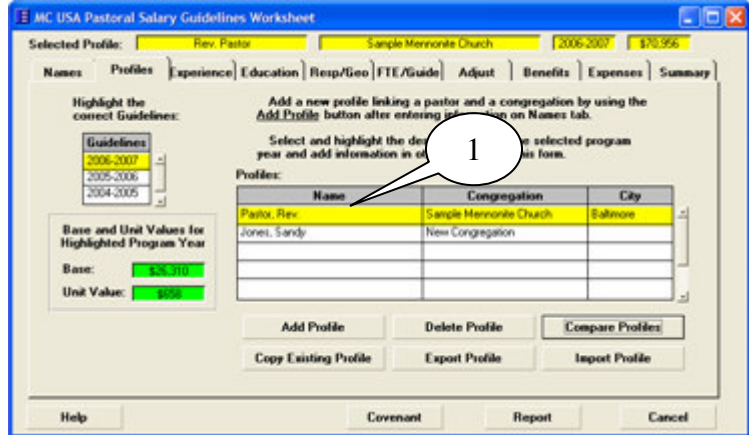


# Comparing Compensation Profiles

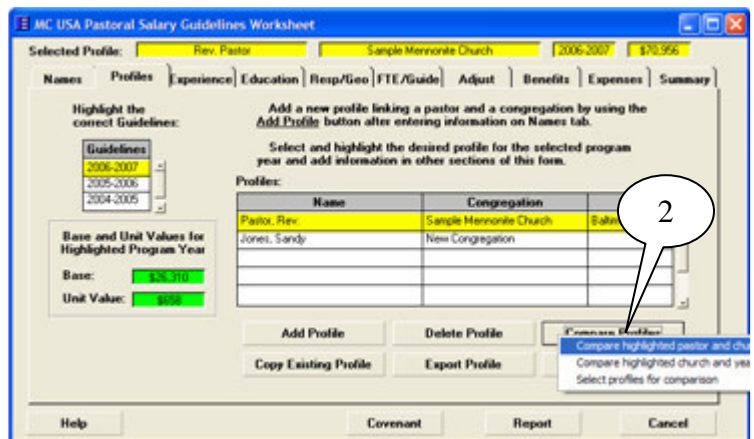
It is possible to compare any of the compensation profiles.

To compare compensation for the same pastor and congregation over several years:

- 1 Select and highlight the *name* and *congregation*.



- 2 Click on *Compare Profiles* and select the *Compare highlighted pastor and church* option. (Then choose either *Landscape* or *Portrait* option.)

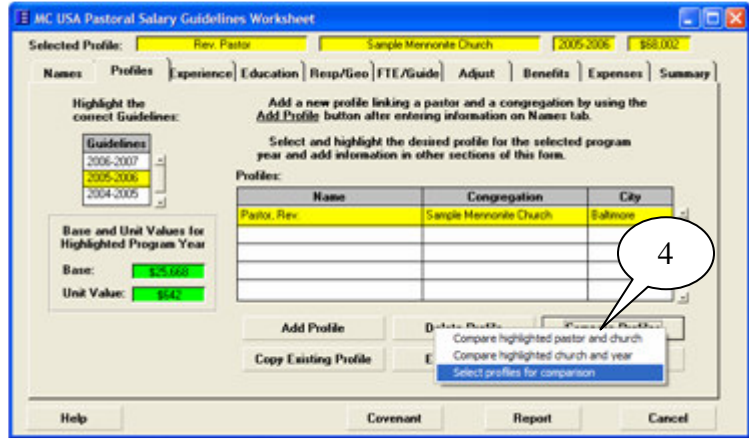


- 3 View or print the report.

Year	2005-2006		2006-2007	
Pastor	Pastor, Rev.		Pastor, Rev.	
Congregation	Sample Mennonite Church		Sample Mennonite Church	
Base Salary		\$25,668		\$26,310
Unit Value	\$642		\$668	
Experience	10.5	\$11,077	19.5	\$12,031
Education	5	\$3,210	5	\$3,290
Responsibility	3	\$1,926	3	\$1,974
Geography	7	\$4,494	8	\$5,264
Other		\$0		\$0
Total Unit Value		\$21,507		\$23,359
Salary Subtotal		\$47,175		\$49,669
FTE	100.0 %	\$47,175	100.0 %	\$49,669
Guidelines	100.0 %	\$47,175	100.0 %	\$49,669
Self-Employment		\$3,609		\$3,800
<b>Total Base Salary</b>		<b>\$50,784</b>		<b>\$53,469</b>
Housing Adjustments				
Subtract Rental Value		\$0		\$0
Add Equity		\$0		\$0
<b>Income After Housing Adjustment</b>		<b>\$50,784</b>		<b>\$53,469</b>
Benefits:				
Medical Health Plan		\$4,000		\$4,000

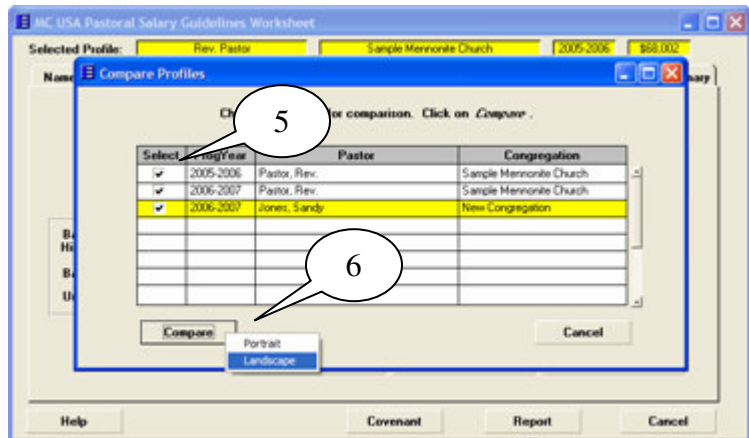
- Other comparison options exist. To compare all pastors of a congregation in the same year, select **Compare highlighted church and year**.

To select individual profiles for comparison, click on **Select profiles for comparison**.



- Select the desired profiles for comparison.

- Click **Compare** and choose a page layout.



- View the report. This one is in **Landscape**.

**Comparison of Profiles**  
Guidelines for Pastors' Salaries and Benefits - Mennonite Church USA

Year	2006-2006		2006-2007		2006-2007	
Pastor	Pastor, Rev.		Pastor, Rev.		Jones, Sandy	
Congregation	Sample Mennonite Church		Sample Mennonite Church		New Congregation	
<b>Base Salary</b>		\$21,958		\$28,310		\$28,310
Unit Value	\$842		\$858		\$858	
Experience	18.5	\$11,877	18.5	\$12,831	2.8	\$1,842
Education	8	\$3,210	8	\$3,230	7	\$4,608
Responsibility	3	\$1,328	3	\$1,914	4	\$658
Geography	7	\$4,494	8	\$5,284	4	\$2,632
Other	\$0		\$0		\$0	
<b>Total Unit Value</b>		\$21,807		\$23,358		\$9,738
Salary Subtotal		\$47,775		\$48,528		\$32,748
FTE	100.0 %	\$47,775	100.0 %	\$48,528	100.0 %	\$32,748
Guidelines	100.0 %	\$47,775	100.0 %	\$48,528	100.0 %	\$38,048
Self-Employment		\$1,809		\$3,302		\$2,758
<b>Total Base Salary</b>		<b>\$49,584</b>		<b>\$51,830</b>		<b>\$35,506</b>
<b>Housing Adjustments</b>						
Subtract Rental Value	\$0		\$0		\$0	
Add Equity	\$0		\$0		\$0	
<b>Income After Housing Adjustment</b>		<b>\$49,584</b>		<b>\$51,830</b>		<b>\$35,506</b>
<b>Benefits</b>						
Medical Health Plan	\$4,000		\$4,000		\$0,000	
Pension Plan	10.0 %	\$5,078	10.0 %	\$5,347	8.0 %	\$3,104
Life & Disability	\$0		\$0		\$0	
Continuing Education	\$1,000		\$1,000		\$900	
Other	\$1,000		\$1,000		\$0	
<b>Subtotal - Benefits</b>		<b>\$11,078</b>		<b>\$11,347</b>		<b>\$3,704</b>
<b>Subtotal - Salary &amp; Benefits</b>		<b>\$60,662</b>		<b>\$63,177</b>		<b>\$39,210</b>
<b>Expense Allowances</b>						
Auto (est. miles & rate)	12000	0.345	12000	0.345	6000	0.445
		\$4,140		\$4,140		\$2,670
Conference		\$1,750		\$1,750		\$1,500
Professional		\$200		\$200		\$200
Other		\$0		\$0		\$0
<b>Subtotal - Expenses</b>		<b>\$6,140</b>		<b>\$6,140</b>		<b>\$4,370</b>
<b>Total Salary, Benefits and Expenses</b>		<b>\$66,802</b>		<b>\$69,317</b>		<b>\$43,580</b>