Minimum Clergy Compensation for 2023 - COLA Adjusted

Inflation Adj.: Twelve Months Ending- July 31,2022	8.50%							
	2022-24 Minimum - Adj. for 2023	REFERENCE: Median All Male Clergy Rate (UNADJ.)	2022-24 Minimum - Adj. for 2023	REFERENCE: Median All Male Clergy Rate (UNADJ.)	2022-24 Minimum - Adj. for 2023	REFERENCE: Median All Male Clergy Rate (UNADJ.)	2022-24 Minimum - Adj. for 2023	REFERENCE: Median All Male Clergy Rate (UNADJ.)
COMPENSATION ITEM	**0-4 Years**	**0-4 Years**	**5-9 Years**	**5-9 Years**	**10-19 Years**	**10-19 Years**	**20 Plus Years**	**20 Plus Years**
Stipend / Base Salary	$43,943	$50,500	$52,840	$60,750	$60,760	$70,000	$69,549	$79,750
Housing Allowance Allocation (Standard 30%)	$13,183	$15,150	$15,852	$18,225	$18,228	$21,000	$20,865	$23,925
Total Core Compensation	**$57,125**	**$65,650**	**$68,691**	**$78,975**	**$78,988**	**$91,000**	**$90,413**	**$103,675**
Social Security Offset	$4,732	$5,438	$5,690	$6,542	$6,543	$7,538	$7,490	$8,588
Total Cost of Compensation	**$61,857**	**$71,088**	**$74,382**	**$85,517**	**$85,531**	**$98,538**	**$97,903**	**$112,263**
Pension Contribution @ 18%	$11,134	$12,796	$13,389	$15,393	$15,396	$17,737	$17,622	$20,207
Professional Expenses	$5,000	$5,000	$5,000	$5,000	$5,000	$5,000	$5,000	$5,000
Continuing Education	$1,250	$1,250	$1,250	$1,250	$1,250	$1,250	$1,250	$1,250
Est. Workmans Comp.	$674	$775	$811	$932	$932	$1,074	$1,067	$1,224
Total Cost of Employment (NOT INCLUDING MEDICAL INSURANCE)	**$79,916**	**$90,909**	**$94,831**	**$108,092**	**$108,109**	**$123,599**	**$122,842**	**$139,944**
Medical Ins. - PPO90 (2023 Rates - 2.67% Increase from 2022)								
Single	$12,636	$12,636	$12,636	$13,268	$12,636	$13,268	$12,636	$13,268
Clergy + Spouse/Partner	$25,272	$25,272	$25,272	$26,536	$25,272	$26,536	$25,272	$26,536
Single + 1 Child	$22,740	$22,740	$22,740	$23,877	$22,740	$23,877	$22,740	$23,877
Family	$37,908	$37,908	$37,908	$39,803	$37,908	$39,803	$37,908	$39,803
Basic Dental (2023 Rates - no change from 2022)								
Single	$720	$720	$720	$756	$720	$756	$720	$756
Clergy + Spouse/Partner	$1,440	$1,440	$1,440	$1,512	$1,440	$1,512	$1,440	$1,512
Single + 1 Child	$1,296	$1,296	$1,296	$1,361	$1,296	$1,361	$1,296	$1,361
Family	$2,160	$2,160	$2,160	$2,268	$2,160	$2,268	$2,160	$2,268
Total Compensation Cost	**$116,046**	**$117,808**	**$132,786**	**$136,247**	**$147,957**	**$151,775**	**$164,518**	**$168,595**
(Based on Clergy + Spouse/Partner)								