



**Step 6: Determining Additional Congregational Expenses**

R. Mileage Reimbursement: \_\_\_\_\_

S. Continuing Education: \_\_\_\_\_

T. Professional Expenses: \_\_\_\_\_

U. Additional Covered Expenses: \_\_\_\_\_

V. Estimating FICA Taxes:

$$\frac{\text{_____}}{\text{Total Salary C}} \times 7.65\% = \text{_____}$$

x Employer Rate = FICA cost to Congregation

**W. Total Additional Expenses:**

**\$ \_\_\_\_\_**  
**Total Additional Expenses W**

**Step 7: Determining Total Financial Cost to Congregation**

**X. Total Compensation Package:**

**\$ \_\_\_\_\_**

Total Defined Comp I + Total Benefits Q + Total Additional Expenses W

**Step 8: Determining Intangible Benefits**

Vacation: \_\_\_\_\_ weeks (including \_\_\_\_\_ Sundays)

Family Leave: \_\_\_\_\_ weeks

Continuing Education: \_\_\_\_\_ weeks

Sabbatical: \_\_\_\_\_ weeks after serving 6 years