

## **SOME QUESTIONS FOR EVALUATION OF YOUR CHURCH COMPENSATION PLAN**

1. Are the salaries of paid staff members evaluated annually?
2. Are the salaries comparable to the median family income of your region?
3. Does the salary of the pastor compare to other professionals with similar educational backgrounds and responsibilities, such as the high school principal?
4. Are church ministry related expenses lumped together with your salary package? (They should not be part of the salary package).
5. Does the church keep up with inflation rates each year by providing cost-of-living increases?
6. Does the church have a system for offering merit based increases?
7. Does the church provide an adequate housing allowance for the area?
8. Does the church provide a Social Security tax offset for ordained pastors?
9. Does the church reimburse staff for auto/travel expenses incurred while performing job responsibilities?
10. Are area conferences, seminars, and books reimbursed as part of a continuing education plan?
11. Does the church have policies for speaking engagements, holidays, sick leave, vacation, sabbaticals, and personal leave?
12. Does the church provide a complete insurance program for all paid personnel?
13. Does the church budget adequately include all paid personnel in a retirement plan?
14. Does the church include hospitality expenses of the pastor and other staff members who entertain people in their homes in the course of their ministry?
15. Is the church committed to being biblical and fair with financial support so that the pastor and staff can serve without being hindered by economic worries?