

my Total Compensation

Prepared specifically for

Template - Pastors FT

Kentwood Community Church is pleased to provide you with the following pay and benefits. All dollars shown represent annual rates based on current data and your benefits election as of June 1, 2022 projected over a 12 month period.

Base Salary including Housing Allowance

Estimated base salary for this fiscal year

Paid Time Off

included in base salary

Amount above includes 9.5 paid holidays and 2022-2023 paid time off. When applicable and approved by your supervisor, paid time off is available to participate in a missions trip and professional development. PTO may be accumulated up to 4 weeks - this is not reflected in the above number.

Retirement Benefit

A self-directed 403(b) retirement plan is provided which will match up to 12% your salary.

Health Insurance (less your contribution)

Health Insurance coverage for you and your family at current cost. Spouse is included if not offered insurance elsewhere. This cost indicates the amount after your contribution towards premium or your benefit for opting out from insurance plan.

Dental Insurance (less your contribution)

Dental insurance provided for you and your family at current cost. This cost indicates the amount after your contribution towards the premium.

Life and Disability Insurance

A term life insurance is provided which is equal to your annual salary (\$20,000 minimum). Short term disability is self-funded by KCC up to 26 weeks which provides 50% of your salary. This cost is not included above. Long term disability is available after the 26 week period is up and provides 60% of monthly earnings to a maximum benefit of \$4,000 per month.

Government Programs

KCC pays taxes on your behalf towards mandated benefits: Social Security, Medicare, SECA reimbursement for Pastors and Worker's Compensation. The amount listed has not been reduced by any pre-tax contributions you make.

Other Benefits - ANYONE WITH SABBATICAL?????

Other benefits you may be receiving: Childcare, Education Assistance, Sabbatical, Bonuses, Christmas Love Offering, Cell Phone Allowance (where applicable) etc.

Total Compensation Package

\$0

So, my dear brothers and sisters, be strong and immovable. Always work enthusiastically for the Lord, for you know that nothing you do for the Lord is ever useless.

I Corinthians 15:58 (NLT)



