

## **ITEMS TO CONSIDER REGARDING COMPENSATION FOR A SPECIALIZED TRANSITIONAL MINISTER (STM)**

1. Consider the financial situation of the STM. For example, in the US, pastors who are retired may have a limit to what is allowed in their compensation package.
2. Determine the number of hours the STM will be expected to work each week, based on the responsibilities agreed upon.
3. Using the previous pastor's weekly hours, responsibilities and salary as a baseline, determine appropriate compensation.
4. Determine frequency of travel (weekly, monthly, quarterly, etc.) and how travel expenses will be covered for this regular commute and/or a periodic commute from the place of residence to the church.
5. Determine how the housing arrangements will impact the compensation package.
6. Determine an amount for an expense account and what it will cover, e.g. travel expenses to fulfill the job expectations (visitation, etc.), reimbursement for meals related to ministry, etc.
7. Think about the duration of the contract and how that might impact compensation.
8. Determine whether the pastor will serve as an employee of the church, or on contract as a self-employed person. Issues such as taxes, retirement benefits, etc. will differ from situation to situation and possibly by country (Canada or US).
9. Confirm health care coverage for US pastors through our denomination's Reformed Benefits Association (800-701-8992).
10. Confirm pension implications related to pastors who are not yet retired. Do so with our denomination's pension office (Dawn Benjamin 616-224-0722).

**MOST IMPORTANTLY:** Remember that these are mutual decisions which are arrived at through conversation with the potential specialized transitional minister and the church leadership.