

Compensation Plan for Interim Pastors
Church-Minister Relations
Georgia Baptist Convention

SALARY

The following is a formula based on weekly units instead of weekly hours and/or weekly worship services.

1. Each day has three (3) units (Morning, Afternoon, Evening).
2. Each seven-day week, therefore, has twenty-one (21) units.
3. On an *average*, a full time Pastor works thirteen-fifteen (13 – 14) weekly units per week. This assumes that the pastor has a day off plus Saturday off each week and is based on five (5) days.
4. Calculate the dollar amount of the total compensation package per weekly unit the church paid its former Pastor or amount budgeted for new Pastor whichever is greater.
Annual Compensation Package divided by 52 = Weekly Amount.
Weekly Compensation Amount divided by 13 to 14 Units = Weekly Unit amount.
5. Determine the number of weekly units the Interim Pastor will work per week.
 - 5.1 Sundays should be counted at three units if there are both one morning and one evening services
 - 5.2 Sundays should be counted as three units if there are two morning services only.
 - 5.3 If there are two morning services and one evening services for a total of three services, Sunday should be counted as 3.5 units.
 - 5.4 An additional unit should be added if the Interim is available for consultation and/or attends necessary meetings.
 - 5.5 Allow, at least, one unit each for preparation and travel time. (At least 2 units)
Consideration for an additional unit should be given if the interim Pastor has to stay overnight.
6. Pay the Interim Pastor same dollar amount per weekly unit as the church paid its former Pastor or the budgeted amount for the new Pastor, which ever is greater.

Weekly Unit Amount multiplied by Number of Weekly Units = Weekly Compensation for Interim Pastor. Note: Adjustments to this formula and the interim pastor's compensation might have to be made depending on variable circumstances, which include, but are not limited to, the pastor's experience, training, skills etc.

PROTECTION COVERAGES

A portion of the Interim Pastor's Compensation, at his discretion, may be designated as Insurance and/or Annuity and/or Housing Allowance. Such coverage should be agreed upon according to the Interim Pastor's personal needs, tax status and current IRS guidelines so as to best benefit the Interim Pastor.

REIMBURSABLE EXPENSES

In addition to Salary, the church should pay Accountable Reimbursable Expenses (travel lodging etc.) Such expenses should be paid separately from salary and in accordance with current IRS guidelines.

ANOTHER FORMULA

Another formula used by the North American Mission Board in calculating the Interim Pastor's compensation is:

1. Pay the Interim Pastor 60% of the greater of former pastor's total compensation package or of the total compensation package budgeted amount for the new Pastor. (This formula is usually used if the Interim Pastor is available for Wednesday Service.
2. Pay the Interim Pastor 45 – 50% of the greater of the total compensation of the former Pastor or of the total compensation budgeted for the new Pastor.

In making the decision on how to compensate the Interim Pastor the following should be considered.

1. The units to time he gives the church including preparation, travel, overnight stays and services preached or led.
2. His availability for meeting with staff, deacons and various leaders of the church.
3. His availability to counsel, advise and give leadership by phone and email.
4. His training, experience and special skills.
5. His value to the church in leading it through a productive interim period and preparing it for the ministry of the new pastor