

## Checklist to Evaluate Financial Support for Ministers in Your Church

Use these fifteen questions to evaluate the financial support for ministers serving in your church:



1. Does your church pay your minister(s) an amount comparable to other professionals with similar educational background and responsibility?
2. Is an adequate amount of Housing Allowance properly designated?
3. If a church owned home (parsonage) is provided, has your church made some provision to offset the minister's inability to build equity in a home?
4. Have all elements of financial support for your minister kept pace with inflation?
5. Are ministry related expenses paid on an Accountable Reimbursement basis?
6. Are expense amounts listed in the budget separate from compensation and protection coverages?
7. Are amounts provided for expenses adequate to cover the necessary expenses?
8. Is your minister's compensation correctly reported to the IRS, treating the minister as an employee for income tax purposes and self-employed for Social Security?
9. Does your minister receive a W-2 form?
10. If your minister should die unexpectedly, is the amount of life insurance coverage adequate to meet the needs of the minister's family?
11. Does your minister's family have adequate medical insurance coverage?
12. If your minister should become disabled, has the church provided disability insurance that would replace a portion of the minister's current income?
13. Does your church contribute an adequate amount toward the minister's retirement?
14. Does your church pay the same percentage towards Social Security for the minister as it would for other employees by providing a Social Security Equivalent?
15. Is your church truly committed to being Biblical and fair with financial support so ministers and other employees can serve the church without undue worry about finances?