

**Software Available for
Mennonite Church USA Pastoral Salary and Benefits Guidelines**
www.manygifts.org/salaryguidelines

Software is now available to calculate pastoral compensation according to guidelines and produce a covenant of understanding between the congregation and pastor.

Worksheet and Calculations

- ✓ Create a compensation profile for one or more pastors (or even multiple congregations).
- ✓ Create a record of a pastor's experience and education that is the basis of the experience and education units. Transfer and update the following year. Document as part of an expanded worksheet printout.
- ✓ Automatic calculation of all totals.
- ✓ Easy to make "what if" calculations.
- ✓ Ability to use salary guidelines as base for compensation but make adjustments appropriate for the pastor and congregation, e.g. add additional units for unusual situations, adjust compensation for part-time positions, or base compensation on a percentage of guidelines.
- ✓ Information from one year can be transferred and form the basis for the next year calculation.

Reports

- ✓ Print out a completed worksheet that can be used in negotiating a compensation package or attached to a covenant of understanding or a contract.
- ✓ Compare compensation of current year to previous year, from one pastor to another, or for same pastor but based on different assumptions.
- ✓ Produce a covenant of understanding between a congregation and a pastor that can be used directly or modified in a word processor. Relevant information transfers automatically from worksheet to covenant. Attach a printout of the summary worksheet to the covenant.

Other Features and Uses

- ✓ Helps educate congregational leaders about the MC USA Pastoral Compensation Guidelines.
- ✓ Useful to pastoral search committee in negotiations with candidate.
- ✓ Detailed, context-sensitive help files include instructions and information going back to 2004-2005 Guidelines, providing a history of changes.
- ✓ Additional help is available on the website in the form of PDF documents or short instructional videos.
- ✓ New guidelines are issued each year.

The software has been developed and copyrighted by Richard Friesen. It is available without charge to member congregations of subscribing area conferences and costs \$10 annually for other congregations. Windows 95 or higher is required.

For more information visit www.manygifts.org/salaryguidelines.