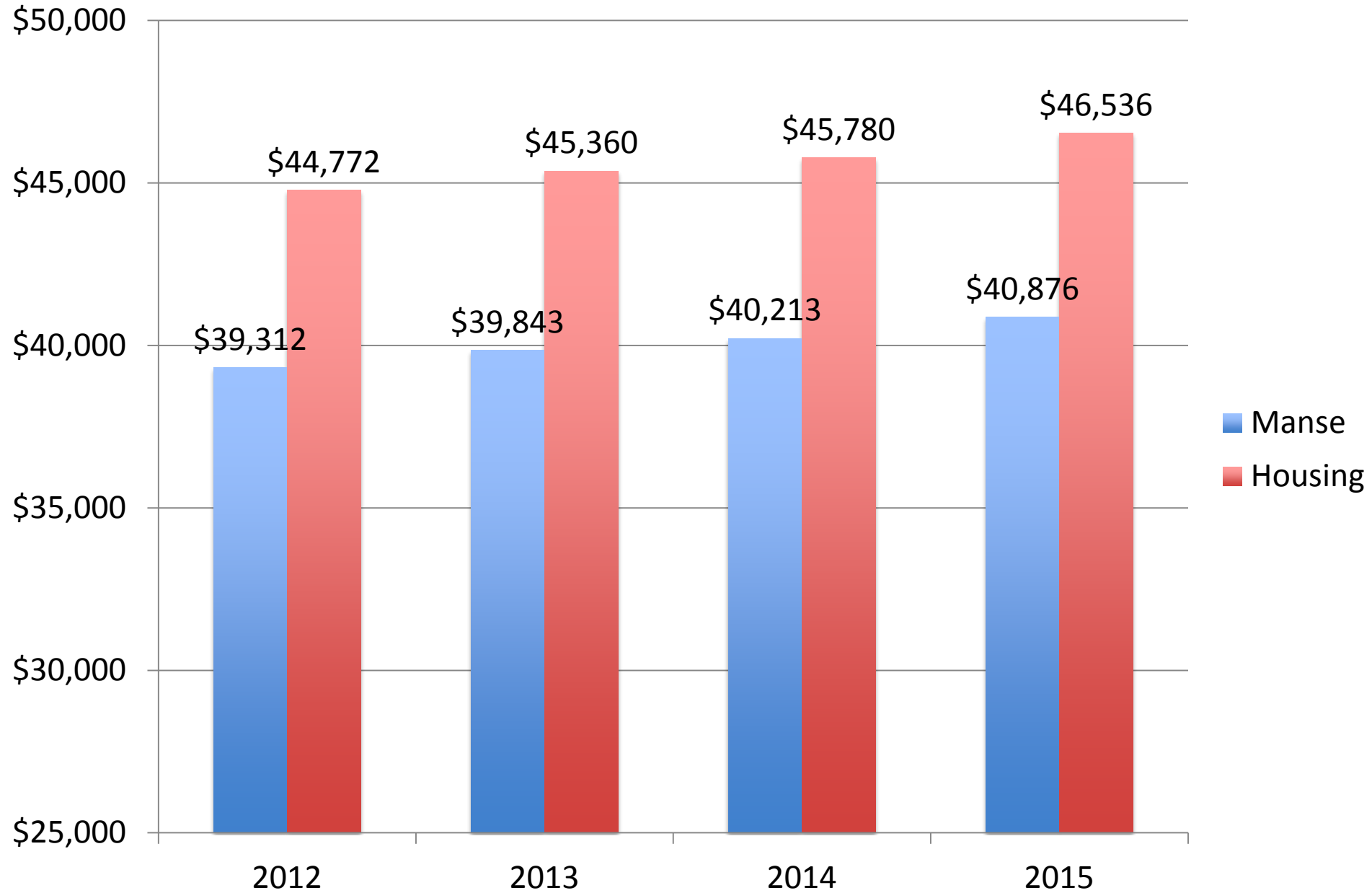
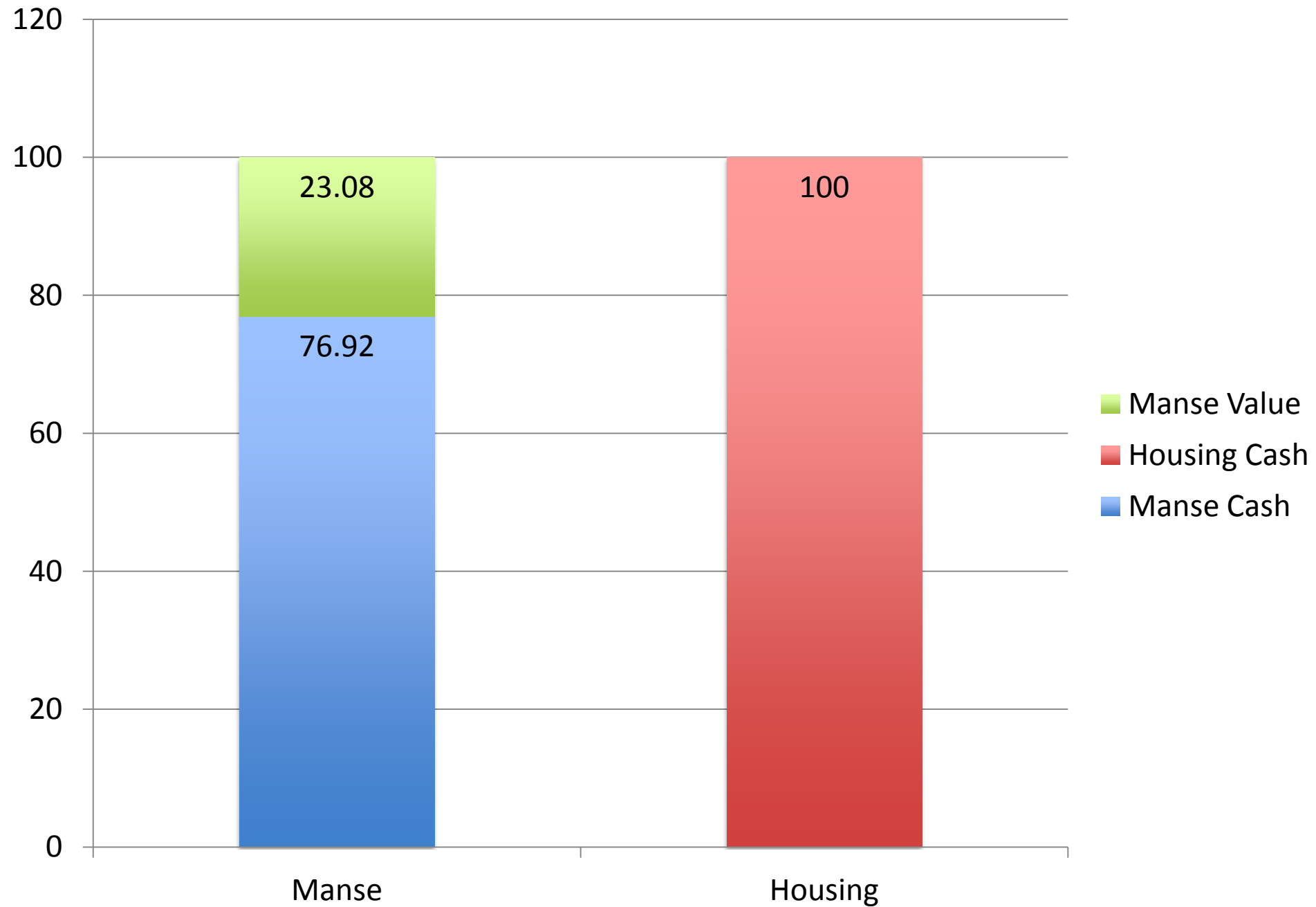


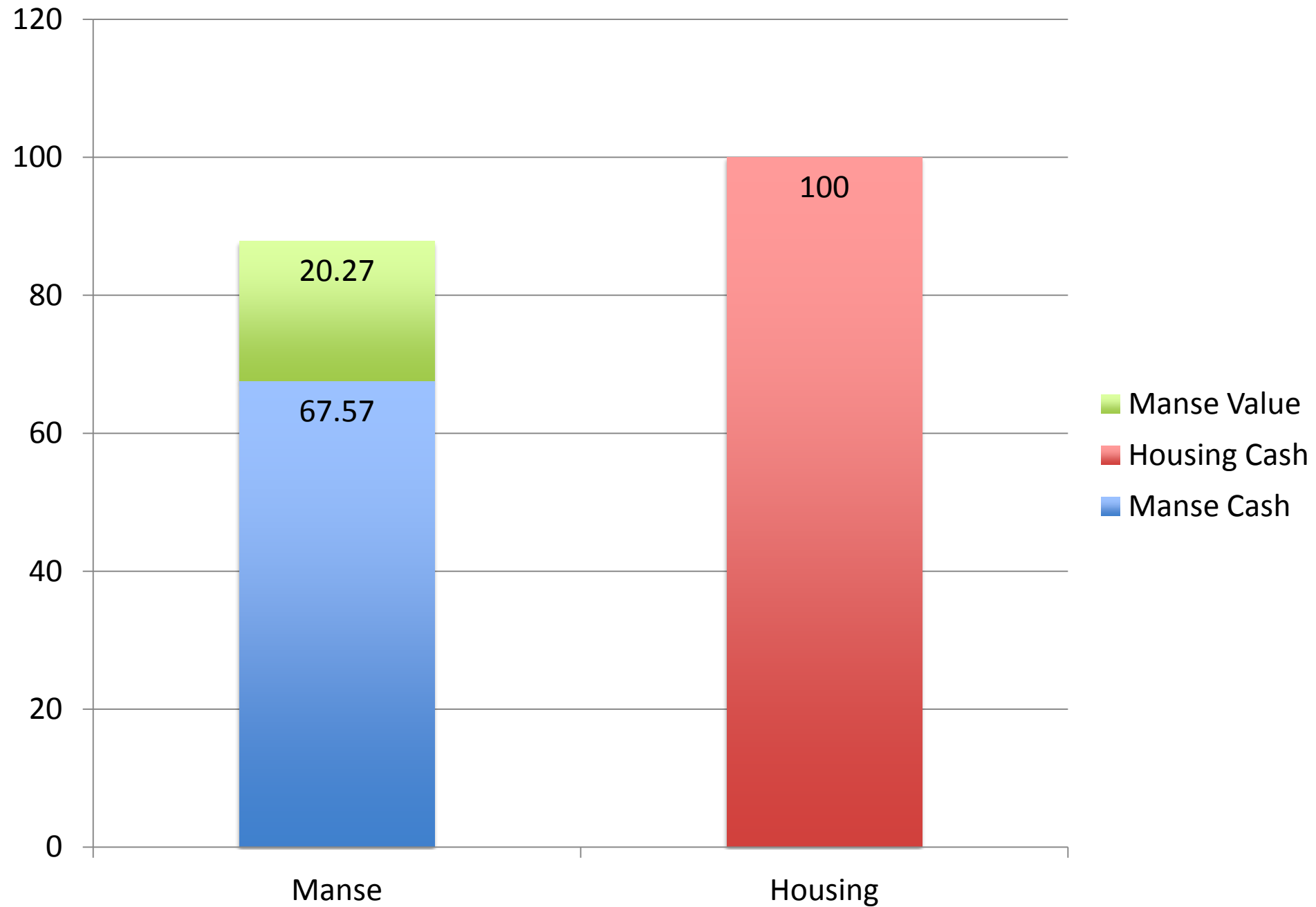
# Total Effective Salary History 2012-2015



# Equal Total Effective Salary – Cash Salary Per \$100



# 2015 Total Effective Salary - Cash Salary Per \$100

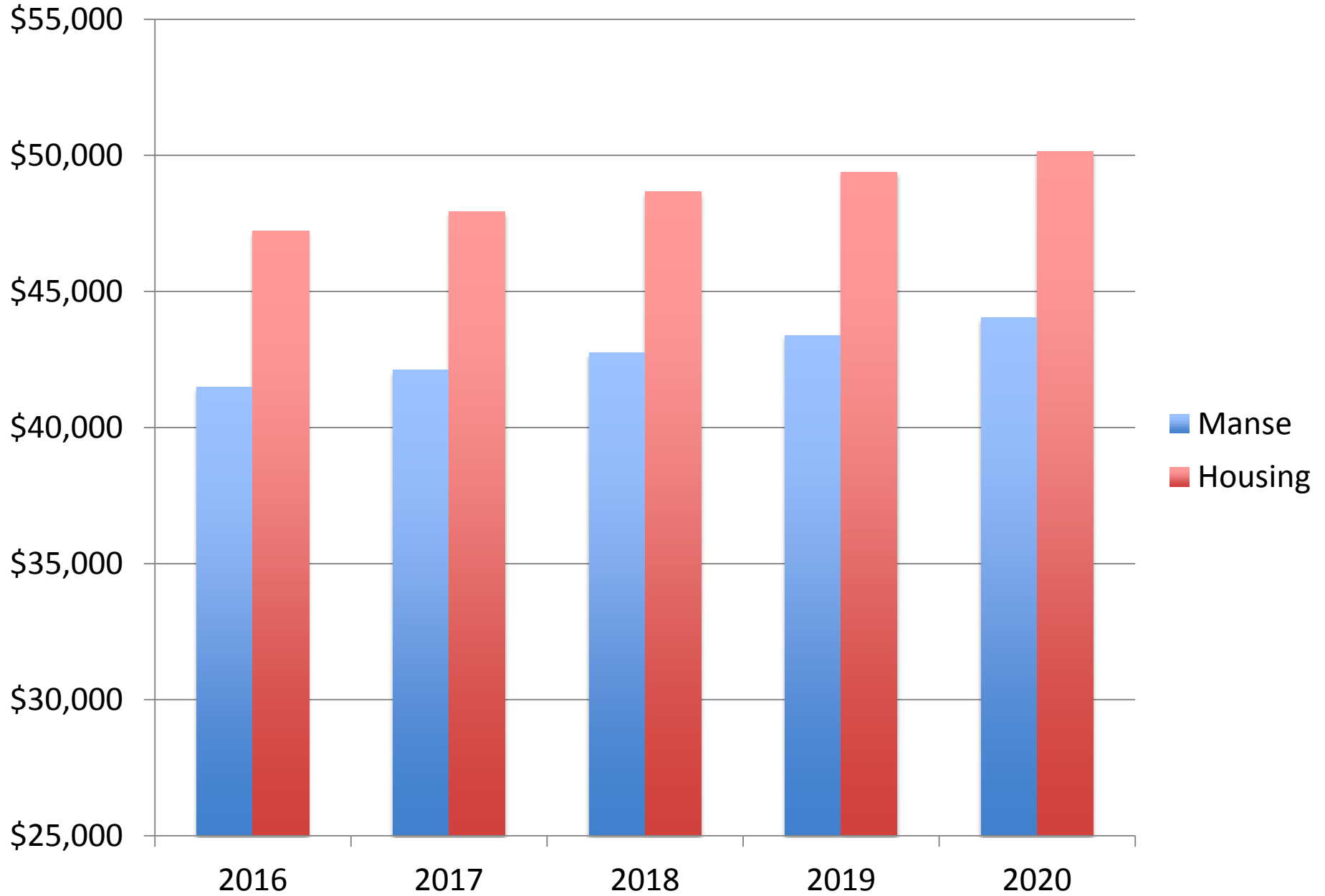


# 5 Year Projected

at 1.5% yearly cash increase with no adjustments made for equality

|      | Housing TES | Manse TES | Manse Cash |
|------|-------------|-----------|------------|
| 2016 | 47,234      | 41,490    | 31,915     |
| 2017 | 47,943      | 42,112    | 32,394     |
| 2018 | 48,662      | 42,744    | 32,880     |
| 2019 | 49,392      | 43,385    | 33,373     |
| 2020 | 50,133      | 44,036    | 33,874     |

## 5 Year Projected TES at 1.5% annual cash increase



# Difference in Total Effective Salaries between Pastors with a Manse and Pastors with a Housing Allowance (2016-2020 is if no changes are made)

|            | 2012    | 2013    | 2014    | 2015           |
|------------|---------|---------|---------|----------------|
| Difference | \$5,460 | \$5,517 | \$5,567 | <b>\$5,660</b> |

| 2016    | 2017    | 2018    | 2019    | 2020    |
|---------|---------|---------|---------|---------|
| \$5,744 | \$5,831 | \$5,918 | \$6,007 | \$6,097 |

# 5 Year Adjustment Plan

## for equality in Total Effective Salary Minimums

|             | Housing<br>at 1.5% | Manse<br>Adjustment<br>Total | Manse<br>Adjustment in<br>Cash | % Cash<br>Increase |
|-------------|--------------------|------------------------------|--------------------------------|--------------------|
| 2016        | 47,234             | 42,593                       | 32,762                         | 4.2%               |
| 2017        | 47,943             | 44,382                       | 34,140                         | 4.2%               |
| 2018        | 48,662             | 46,246                       | 35,574                         | 4.2%               |
| 2019        | 49,392             | 48,188                       | 37,068                         | 4.2%               |
| <b>2020</b> | <b>50,213*</b>     | <b>50,213</b>                | <b>38,625</b>                  | <b>4.2%</b>        |

\* 2020 Housing slight increase from 1.5% to match new Manse adjusted

# 5 Year Adjustment Plan

