

## Understanding the “Benefits” Box on the ABPS Profile

Below is a brief explanation of each of the categories in the Benefits Box on the ABPS Profile.

**Housing Needed:** Lists the number of individuals for whom housing is needed by your family.

**Housing Preference:** Indicates whether you prefer to live in a parsonage or prefer a housing allowance. If at all possible, it is to your benefit to list “either parsonage or housing allowance.” About half of all churches have parsonages and half have housing allowances. If you only list one or the other, you will be excluded from about half of all searches.

**Vacation:** Indicates the number of weeks you desire for vacation. Remember when considering vacation that you will often not be getting three day weekends and holidays such as Thanksgiving, Christmas or Easter.

**Continuing Education:** Congregations that want to see their ministers grow in their knowledge and skills should offer one to two weeks of expenses paid continuing education each year.

**MMBB Retirement:** Full MMBB retirement benefits (including death and disability insurance) cost sixteen percent (16%) of total cash plus housing. You should request full retirement benefits.

**Medical Insurance:** Most ministers want medical coverage. Generally each region has a preferred medical plan. Some churches have secured medical coverage from some other source. MMBB does recommend a plan when needed.

**Social Security Offset:** Ordained ministers are considered “self-employed” by the government, which requires paying the full Social Security premium (15.3%). Many churches are willing to reimburse the pastoral staff for the usual employer’s half of the premium (7.65%).

Most ABPS searches are computed with a salary figure in mind. The ABPS database stores your minimum salary and housing compensation needs. As of January 2003, ABPS no longer lists these figures on your Profile, however, they are used in the search process. Be sure when you update your Profile that you check your compensation needs.

Sample Benefits Box as it appears on the Profile:

<b>BENEFITS</b>	<i>All Figures are Considered Negotiable.</i>
<b>Housing Needed for:</b> 4	<b>M&amp;M Retirement:</b> Y
<b>Housing Preference:</b> PARSONAGE OR CASH	<b>Medical Insurance:</b> Y
<b>Vacation Wk:</b> 4	<b>Social Security Offset:</b> Y
<b>Cont. Educ Wk:</b> 3	