

2011 Minimum Compensation

[Approved at the July 17, 2010 Presbytery Meeting]

2011 MINISTER'S ANNUAL COMPENSATION

The COM recommends to Presbytery that the following figures be adopted for ministerial minimum compensation for full-time service in 2011:

Salary:	\$27,350
Housing Allowance (or free use of manse including utilities)	\$8,470
Auto Reimbursement:	Provided
(This means that all business miles approved by the church's treasurer are to be reimbursed at the current Federal allowable rate, currently \$0.50 per mile)	
Board of Pensions:	Provided
If Housing Allowance: \$11,284 (31.5% of salary-plus-housing)	
If Use of Manse: \$11,197	
Continuing Education and/or Book Reimbursement:	\$1,125
Vacation:	4 weeks
(This means 20 "normal work days", assuming that two days per week are "time off".)	
Study Leave:	(including Sundays) 2 weeks
Maternity Leave with full pay:	2 months
Or	
Paternity Leave with full pay:	1 month
(whichever is appropriate)	
Days off per week:	at least 1
Moving (to the field) expenses reimbursement:	Provided

In order to recognize the value of experienced church professionals, the COM recommends to hiring agencies of the church that \$100 per year's experience in the ministry (up to 10 years) should be added to the minimum salary adopted by presbytery.

If ministers are provided with a manse in which to live, the churches to which such ministers are called are encouraged to establish an equity allowance for the minister.

The COM asks the Church Growth & Transformation Committee to serve as a resource for those churches that may need a greater understanding for the need to meet these minimum standards.

These figures do not include the cost of someone to fill the pulpit when the pastor is away, nor the cost of Worker's Compensation insurance or other similar expenses.

****We recognize that we all have experienced difficult economic times, however, if the church's budget permits, we recommend that existing calls be increased by at least 2.31%.**