

2019 MINIMUM ANNUAL COMPENSATION
for FULL TIME INSTALLED MINISTERS OF WORD AND SACRAMENT

Salary	\$30,274.00
Housing Allowance (or free use of manse including utilities) <i>(Note: If given a housing allowance it must be specified in writing and recorded in the minutes of the Congregational meeting that approves the terms of call each year.)</i>	\$9,378.00
Auto Reimbursement <i>(This means that all business miles approved by the church's treasurer are to be reimbursed at the current Federal Allowable Rate)</i>	Provided
Board of Pensions Pension & Disability Dues:	Provided
Medical Dues: <i>(Use BOP Dues Calculator at www.pensions.org)</i>	*Provided
Continuing Education and/or Book Reimbursement	\$1,125
Vacation: Four (4) weeks is to be defined as, twenty-eight (28) calendar days, including four (4) Sundays)	4 weeks
Study Leave	2 weeks
Maternity Leave (with full pay) or Paternity Leave (with full pay)	2 months 1 month
Days off per week	1 day minimum
Moving (to the field) expense 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.

In the seventh year of service, the congregation is encouraged to provide for a three-month Clergy Renewal Leave (Sabbatical), continuing the salary and benefits for that period, and providing for pulpit supply in the pastor's absence.

The church may wish to include supplemental income to the Pastor for ½ of Social Security costs; the Pastor is responsible for paying 100% of this cost.

These figures do not include the cost of someone to fill the pulpit when the pastor is away, or the cost of Worker's Compensation insurance, or other similar expenses.

* "It is the ethical duty of the church, and therefore all churches are mandated to provide 100 percent of the cost of the major medical insurance premiums to cover Teaching Elders/Certified Christian educators and members of their families."
Presbytery policy as of 3/2014

It is recommended that churches consider a 2.8% raise for all current employees.